



50 women
leading with
impact
in business

MARCH 2023

A special report by Women's Agenda, thanks to the support of YPO





International Women's Day

each year gives us pause to reflect on the immense work being done by women across all industries.

At present, there are scores of women across Australia and the world developing new ideas, innovating and inspiring as they lead. They are responding successfully to some of the most complex challenges of our time. And there will be thousands more women who follow in their footsteps thanks to their influence.

In this special feature, made possible thanks to the support of YPO, we take a snapshot of 50 of these women leading with impact- as entrepreneurs and as more established leaders across big business. These women know the value of following a purpose and never wavering in their pursuit of building a more inclusive, more sustainable and more equal world.

We hope these stories galvanise you to follow your own purposeful pathway- whatever that may be.

Tarla Lambert & Angela Priestley,
Co-Founders, Agenda Media



Cara Peek

Yawuru/Bunuba woman, Cara Peek is both a successful lawyer and a dynamic entrepreneurial leader, with a drive to create opportunities for First Nations people in rural and regional Australia.

As the founder of Saltwater Country, a First Australian Female-led charity, Peek started her mission to improve the social, emotional, economic, and cultural wellbeing of Aboriginal and Torres Strait Islander communities.

“I’ve been reminded lately when what you do is fuelled by who you are, that is purpose,” Peek said in her acceptance of the 2020 Rural Women’s Award. “Who I am has been crafted by many strong, intelligent and compassionate women”.

“Who I am has been crafted by many *strong, intelligent and compassionate* women.”

Peek is also the co-founder alongside her sister Adele, of the Cultural Intelligence Project; an organisation with the mission of creating conscious business through training, events and an innovating co-working space for Indigenous entrepreneurs.



Dr Talat Uppal

Dr Talat Uppal is an Obstetrician & Gynaecologist currently working in Sydney. She is also the Director of Women's Health Road, an innovative, digitally integrated, multidisciplinary obstetric and gynaecology service with in-house ultrasound facilities that's mission is to streamline the journey for women and their families to be heard and supported in their choices.

Having spent years suffering debilitating period pain with her endometriosis, including blackouts, vomiting and days in bed, Alice Williams felt driven to create a product that could genuinely help all women in a drug-free, safe way.

She launched Ovira, a wearable Transcutaneous Electrical Nerve Stimulation (Tens) machine in 2018 after realising that this form of pain relief- common in relieving contractions during labour- had never been used in this way.

Ovira is FDA approved and science backed with a mission to make reproductive health a priority with women at the helm of such decisions.

In a few short years, Ovira has raised A\$1.5 million, led by \$750,000 in seed funding by Blackbird Ventures in March 2020, and has over 1 million followers on TikTok.

Alice Williams



Kirsty Chong



While training for a marathon after giving birth to her second child and dealing with “unmentionable” leaks, Kirsty Chong asked herself why there weren’t any innovative underwear options for women and girls- whether during their periods or post childbirth.

Setting out to replace unsustainable disposable products, Chong created sustainable leak-proof underwear and in 2013, established her company, Modibodi, which achieved \$50,000 in sales in the first year.

“The time really is ripe for women like myself and others to change things”, Chong told Women’s Agenda in 2019.

“The time really is ripe for women like myself and others to change things”

Purchased by Swedish company Essity in 2022 for a massive \$140 million, Modibodi has created significant momentum in the women’s underwear market.

Co-founder and CEO of design software maker Canva, Melanie Perkins raised one of Australia’s largest early stage investment rounds.

Since launching in August 2013, Canva now empowers millions of people around the world with a user-friendly design and publishing tool to create resumes, marketing materials and social media graphics.

While Perkins is one of the richest women in Australia, whose net worth

Melanie Perkins



is sitting at around \$3.6 billion according to Forbes, she has said that “if the whole thing was about building wealth, that would be the most-uninspiring thing I could possibly imagine.”

Perkins and her co-founder Cliff Obrecht have pledged to give most of their 30 per cent personal shareholding of Canva- valued at \$11 billion- to help eradicate global poverty through the Canva Foundation.

Ever since Same White set up her first business, Stella Insurance, at the age of 24, she's been on an entrepreneurial journey to empower women and centre the female experience.

Having grown up in an unstable household, White learned to take care of herself from a young age and was motivated to start Stella Insurance because of a strong desire for financial independence.

Creating an insurance business that is passionately pro-women was also on her agenda, considering how traditionally male-dominated the insurance industry is.

Twenty years after starting Stella Insurance, White has become founder and CEO of five very successful businesses, including Stella. She now employs over 200 people with over 35 million dollars in revenue.

Sam White



Lozen Schultz

Breaking down the stigma of socialising sober and promoting First Nations' culture, Lozen Schultz and her husband run Sobah, Australia's first non-alcoholic craft beer company.

Lozen's purpose-led and proudly Aboriginal owned and run business produces beer infused with bush tucker and uses ethically sourced ingredients and knowledge.

Launching a food truck in 2017 with native ingredients and adding beer on tap, Lozen and her husband quickly realised that people wanted decent tasting non-alcoholic beer and nobody else was doing it in Australia.

The pair took the leap to start Sobah and decided to make it stand for a good cause.

Sobah's motto is "Do more good and less harm" and Lozen told Women's Agenda that, "All Australian companies should be considering the welfare of our country and people in their everyday operations."



After the death of her father when she was a teenager, Sarah Agboola was weighed down not solely by her own grief but by the stress consuming her mother who needed more support and “someone to take care of her while she recovered”. More than a decade later, Sarah launched a platform that would do just that; matching busy parents with vetted and trained, in-home family assistants. Called Moncierges, these assistants are predominantly new or returning women to the workforce, and offer a range of tasks, from making beds, washing dishes and vacuuming, to childcare, cooking and laundry.

Last year, Agboola raised a seed round of over A\$1 million, as well as a significant portion of \$10 million in early-stage capital investment from the Alice Anderson Fund.

Sarah Aboola

In 2022, she was named a Forbes 30 Under 30 leader in Social Impact as well as the winner of the Small Business Leader Award at the Women's Agenda Leadership Awards supported by Commbank.

Ami Bateman & Sian Murray

Queensland entrepreneurs Ami Bateman and Sian Murray developed the idea for their business, Pleasant State late in 2019 just prior to the pandemic.

Keeping with their plans despite global uncertainty, the pair launched the venture in early 2020, knowing there was no “alternative” to creating their innovative, non-toxic home cleaning products.

Their vision as Murray puts it is to see a “sparkling clean world that’s free of single-use plastics and toxic cleaning products.” In just a couple of short years, the pair have



made significant ground. An initial crowdfunding campaign in 2020 raised over \$87,000 when 1,500 customers got behind the brand’s ethos. Since then, Ami and Sian have grown their loyal customer base to

a community of over 25,000 people. In 2021 the business saved 50,725 plastic bottles from landfill, provided 25,363 litres of toxin-free cleaning, and raised \$10,053.



Michelle Battersby

A former Bumble Australia executive, Michelle Battersby launched Sunroom with her co-founder Lucy Mort in 2022.

It’s an app that provides a safe space for women and non-binary creators to share what they want, and make money from it, without the judgement and restrictions often faced on other social platforms like Instagram.

“What we’re trying to do is remove the stigma women and non-binary creators face, and create a space where asking for more, or showing more in their pursuit of wealth can mean different things,” says Battersby to Women’s Agenda.

Some of the most popular content on Sunroom centres body positivity, sexual wellness and health, where nipples aren’t censored and creators’ followers can gain better expertise and personal insight.

Co-founders Steph Claire Smith and Laura Henshaw launched the health, fitness and wellness app, Keep it Cleaner, back in 2016.

Now, it's become a world leading app—available in 175 countries—delivering a holistic wellness program to its users and providing a positive and like-minded community. KIC also includes a subscription website, workouts, recipes and a line of products like protein bars and powder.

Steph says, “KIC is our baby, Laura and I are the ones who live and breathe it, and we’ve learnt the importance of backing ourselves.”

Through their business partnership, Laura works as CEO of the company and Steph works closely with the marketing and tech teams to better the app’s user experience.

Steph Claire Smith & Laura Henshaw



“We’ve learnt the importance of backing ourselves”



At only 18-years-old Rachel Huang was getting million dollar offers for her first startup, a company built off an idea from her university engineering project.

While the startup signed a \$3 million contract within its first year, Huang struggled to raise funds to restart the company after the disruption of COVID-19 and her co-founder withdrawing due to illness.

This struggle to access funding as a young woman of colour was the

catalyst for her latest venture, The NetworkLoop, an equity crowdfunding company seeking to connect young gen Z and millennial investors to founders that have traditionally found it difficult to access VC capital.

“Hopefully more and more startup founders will look to equity crowdfunding as a way to raise money over the traditional ways of VC because he actually has a lot of strategic advantages,” Huang says.

Rachel Huang

From a garage in Melbourne at age 21, Kate Morris started Australia's first beauty e-commerce site in 1999, Adore Beauty.

Kate Morris

After working a university job in cosmetics and realising most women found department stores intimidating, Morris was motivated to create a beauty shopping experience that was empowering.

Starting with just \$12,000 and two little known cosmetic companies on board, Adore Beauty has since grown to more than 160 brands, 12,000 products, and hundreds of thousands of customers.

Kate was awarded the Business Innovation Award for Victoria at the Telstra Business Women's Awards in 2014, and was inducted into the Australian Businesswomen's Network Hall of Fame in 2015. Then, in 2017 she was the first woman to be awarded the Industry Recognition Award for online retail in the 9-year history of the StarTrack ORiAs.



After struggling to find healthy and tasty snacks for her nieces and nephews, Monica Meldrum and her husband decided to create their own. In 2005, the pair put their life savings into manufacturing Whole Kids certified organic snack products.

Monica Meldrum

Becoming Australia's first food business to be certified as a B Corporation, Monica and her husband now run the award-winning market leading business to make it easier for mums and dads to make healthy food choices for kids.

In 2018, Monica was named the 2018 Small Business Champion Entrepreneur at the Australian Small Business Champion Awards. During her acceptance speech, Monica said, "Twelve years ago, I convinced my husband to throw everything we had into this little business."



"Since then, we've provided over 35 million healthier choices to parents and kids. We've gone up against some of the biggest food brands in the world and we've launched programs to promote social equity."



Nicole Liu

Seeing the need for women to be able to talk openly and take control of their reproductive health and fertility, Nicole Liu founded Kin Fertility at the beginning of 2020.

The Sydney-based startup, on a mission to normalise the conversation around reproductive health and ditch the

stigma, operates an online contraception subscription service. Users simply need to fill out a questionnaire, consult with their doctor and then contraceptive pills get delivered to them regularly.

Nicole is filling the growing demand for quality and convenient reproductive healthcare in Australia with Kin Fertility, which has attracted more than 40,000 users and raised \$800,00 in funding from investment firm Blackbird Ventures.

Founder of agritech start-up Goterra, Olympia Yarger has developed an innovative waste management system that uses maggots to process food waste and reduce greenhouse gases.

Olympia and her Goterra team have prevented more than 1 million tonnes of greenhouse gas emissions from being released into the atmosphere through the use of her 'Maggot Robot' system, which houses larvae of the black soldier fly inside portable units. Food waste is fed to the maggots and the larvae's excretions become fertiliser. The maggots become protein-rich feed for livestock and aquaculture.



An ACT State Recipient for Australian of the Year 2023, Olympia's system is already being used by Woolworths and in Sydney's Barangaroo precinct.

She's also a founder of the Insect Protein Association of Australia and even has a fly named after her by the CSIRO- Hermetia Olympea, a soldier fly species from the Daintree rainforest.



Redefining the Australian beauty landscape, Jo Horgan founded Melbourne-based Mecca Brands in 1997 with the first Mecca Cosmetica store.

Twenty-five years on, Mecca has over 100 retail stores throughout Australia and New Zealand, working with over 150 global beauty brands alongside their own signature line of products. It's been ranked in the BRW Best Places to Work Top 5 for four consecutive years.

As founder and CEO of the company, Jo became the only Australian to feature on the prestigious WWD Beauty Inc 50 Most Influential People in Global Beauty list in 2014.

She won the 2018 Australia Award for EY Entrepreneur of the Year, and she's on the board of the National Gallery of Victoria Foundation and the Edward Wilson Trust, a member of Chief Executive Women, governor of the St. George Foundation and supporter of The Hunger Project, a nonprofit devoted to empowering women and children to end poverty.

Marita Cheng



At age 19, Marita Cheng founded Robogals to get girls interested in engineering through visiting schools and teaching robotics. Three years later, leading a team of 4000 people across 13 countries, Marita was named Young Australian of the Year.

Not stopping there, she went on to co-found Aipoly, an app using convolutional neural networks to recognise everyday objects for the blind. Aipoly won the CES Best of Innovation Award two years in a row.

Marita is also the founder of the telepresence robot, Aubot, which has been designed, manufactured and shipped throughout Australia.

One of Forbes 2018 World's Top 50 Women in Tech, and Forbes 30 under 30, Marita gives keynote speeches on AI, STEM education and entrepreneurship.

Quitting her journalism day job at age 28, Genevieve Rosen-Biller went all in to work full-time on her growing bedding business, Bed Threads. The decision proved fruitful as the linen brand has become well-known throughout Australia.

Since its launch in 2017, Bed Threads is currently the only linen brand in the market that offers 100% Flax Linen Bedding Sets that include Two Pillowcases, A Duvet Cover and A Fitted Sheet at an accessible price point.

Genevieve Rosen-Biller



Affordability and high-quality were top of mind for Genevieve, who came up with the idea after moving into an apartment in 2014 and struggling to find affordable premium bedding.

The fully carbon-neutral business has reached markets in the US, New Zealand and Singapore. It's even been featured in US Vogue.



Zara Seidler

After prepping her friends for their first dates by debriefing the day's current news affairs, Zara Seidler decided to create The Daily Aus, an easy-to-digest news source for young Australians wanting to stay informed.

A former news producer, political advisor and government officer, Zara teamed up with her friend Sam Koslowski to fill in the market gap of traditional news outlets.

The two started out posting bite-sized news posts to social media, which quickly turned into a full-time job in February 2021. Their hope was to create easily understood content that would be informative for anyone.

The Daily Aus is now one of the fastest growing news sources for young Australians, and Zara and her co-founder were included in Forbes' 30 under 30 list for 2022.



Manuri Gunawardena



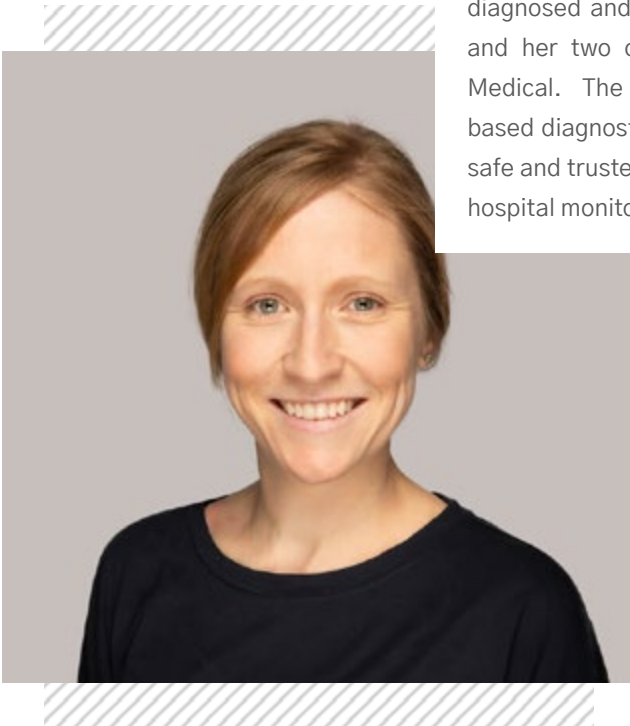
When Manuri Gunawardena was a medical student, she witnessed patients who struggled to access potentially life saving clinical trials and their cutting-edge technology.

Wanting to change this, Manuri left her medical career to pursue starting her business, HealthMatch, which uses technology to make the process of finding and accessing clinical trials as simple as possible for all patients.

Manuri is the current CEO of HealthMatch and was named to Forbes' 30 under 30 list in 2019.

HealthMatch has seen 120,000 patients create profiles and this has allowed around 11,000 people to be placed in clinical trials in just two years from its official launch in

2019. The business has also raised \$13 million in capital from Australian and US industry leaders and won the inaugural Australian version of TechCrunch Startup Battlefield.



With the ambitious goal to revolutionise how Epilepsy is diagnosed and managed, George Kenley and her two co-founders created Seer Medical. The company offers home-based diagnostic testing for Epilepsy in a safe and trusted alternative to in-clinic or hospital monitoring.

George Kenley

Before founding Seer, George worked in construction and project management. It was only after her childhood friend, Dean Freestone approached her with an idea to create an epilepsy diagnostics company that she decided to go down a new path. She has a deep understanding of healthcare constraints and was eager to help influence change in the health sector.

As co-founder and chief operating officer at Seer, George plays a key role in expanding the number of Seer Medical clinics around Australia and gaining regulatory approval for newly developed technology.

Twenty years ago, Katy Barfield owned a bar in Melbourne and was concerned by the amount of food waste the kitchen was producing. This sparked her passion for food waste prevention and led Katy to found a food rescue organisation in 2006 called SecondBite, which she oversaw as CEO.

But she didn't stop there. Katy went on to found another organisation in 2014 called Yume, a platform for surplus food management. Yume helps some of the biggest food manufacturers in Australia- Unilever, Mars Food, General Mills- to sell and donate their surplus food.

For her work in food waste prevention, Katy has received the Medal of the Order of Australia and was recognised by the Banksia Sustainability Award in 2020.

Katy Barfield



She's also been recognised by the Australian Financial Review Women of Influence for Business & Entrepreneur Award and the Victorian Premier's Sustainability Award.



A passionate feminist, serial entrepreneur and finance expert, Shivani Gopal is on a mission to create a more equal world. She's an internationally experienced Board and Executive contributor who has built a diverse set of expertise across the legal/risk/compliance, financial services, funds management, Indigenous education and the NFP sector.

After noticing a lack of support for women looking to climb the professional ladder, Shivani founded Elladex, a rolodex for personal, professional and financial success.

Shivani Gopal

She's the company's current CEO.

She's also the co-founder of Upstreet, an app that rewards customers with free shares as they shop.

Shivani's portfolio now includes board and advisory work, consulting and speaking, and she was recognised in 2019 as an AFR 100 Women of Influence.

As a child, Samira Tollo escaped Afghanistan and the oppressive Taliban regime, and at only 23 years old, she and her brother founded Elbaite, a peer-to-peer cryptocurrency trading platform.

Samira is the current CEO of Elbaite, and the company has become an integral part of the Australian crypto community. It provides a secure cryptocurrency exchange service that accelerates the adoption of cryptocurrency and blockchain technology through a unique self-custody model, blockchain innovation and educational content.

Previously, Samira worked as an electrical engineer in renewable energy. Now, with a passion for growing Blockchain technology adoption, the AI industry and renewable power generation, she's creating technology solutions in a largely male-dominated tech startup sector.

Samira Tollo



When Fiona Harrison began her chocolate business ten years ago, the Wiradyuri entrepreneur had a clear agenda to use Wiradyuri language in her chocolate descriptions and on social media to garner attention.

Fiona is the CEO and founder of Australia's first Indigenous chocolate company, Chocolate on Purpose and contributes to

Reconciliation in Australia through storytelling with her chocolate.

A disruptor in the artisan specialty chocolate market, she is delivering real industry impact by empowering Indigenous Australian native botanical producers, and World Cacao Farmers, to greater participation in supply chains. Chocolate on Purpose also refrains from using palm-oil in the chocolate to prevent harm to our climate & endangered species.

Fiona Harrison



Kate Lambridis
 & Georgia Vidler

Founders of health-tech startup Human, Kate Lambridis and Georgia Vidler, met at Canva, where Georgia was the Head of Product, and Kate was the Senior Product Manager.

After struggling to find quality information for complex health conditions for themselves and family members, the pair came up with the idea to give everyone access to personalised healthcare through a software platform learning which treatments work for different individuals, in real-time.

Human has committed to publishing their findings, in real-time, for free to help doctors and patients build personalised treatment plans.

In 2022, the two female entrepreneurs broke the record for largest seed round for female founders in Australian history with \$10.15 million raised.

First meeting at the Women's March in 2021, Su Dharmapala and Ebony Mckenna saw an urgent need to break new ground on how elections are covered and political information shared.

Su Dharmapala
 & Ebony Mckenna

The two female entrepreneurs sought to create "the Google of politics" by founding Polopedia.com.au, a digital political data start up working to democratise democracy by giving people easily accessible political data about their representatives in government.

Founder and CEO of Polipedia, Su has a twenty-five year career in digital delivery. Starting her career in UX, she has a passion for data-driven decisioning and voter insights through observation rather than polling.



Almost 20 years ago, Anna Mowbray and her two brothers founded ZURU, which has grown to be the third largest privately owned toy company in the world, making over \$1 billion in revenue.

As CEO of ZURU, Anna was named the 2020 Wonder Woman in Manufacturing by Women in Toys, Licensing & Entertainment and NZ Entrepreneur of the Year.

After living and building out the company's core operations in China for the last 15 years, Anna has returned to New Zealand with her family to continue developing the

business and team. Zuru has now diversified into FMCG developing brands across a range of categories like Diapers, Pet Food and Haircare.

"Setting an organisation up for success means really knowing who you are and what drives you, your purpose, this leads to better engagement, motivation and productivity," said Anna.

A portrait of Anna Mowbray, a woman with blonde hair, wearing a dark blue blazer with white stripes on the sleeves and a dark blue shirt. She is smiling and has her hands on her hips.

Anna
Mowbray

"Setting an organisation up for success means really knowing *who you are and what drives you, your purpose.*"

From a single Sydney design firm in 2005, Mia Feasey has since grown Siren Design into a global consultancy powerhouse with studios in Sydney, Melbourne, Singapore and most recently New York.

As founder and CEO of Siren Design, Mia leads the company in using creativity to design indoor spaces that make a positive difference for people's lives and the planet. Siren Design is the first female-owned and led firm within the design sector and contains an all-female board.

As an entrepreneur and a true creative, Mia's talent has been recognised through numerous awards such as the 2020 Good Design Women in Design Award, the 2018 INDE Design Luminary Award, Perspective Global 40 under 40 Design Star of the Future 2012 and the 2010 NAWIC Business Woman Award.



Mia Feasey



Sandra Martinez

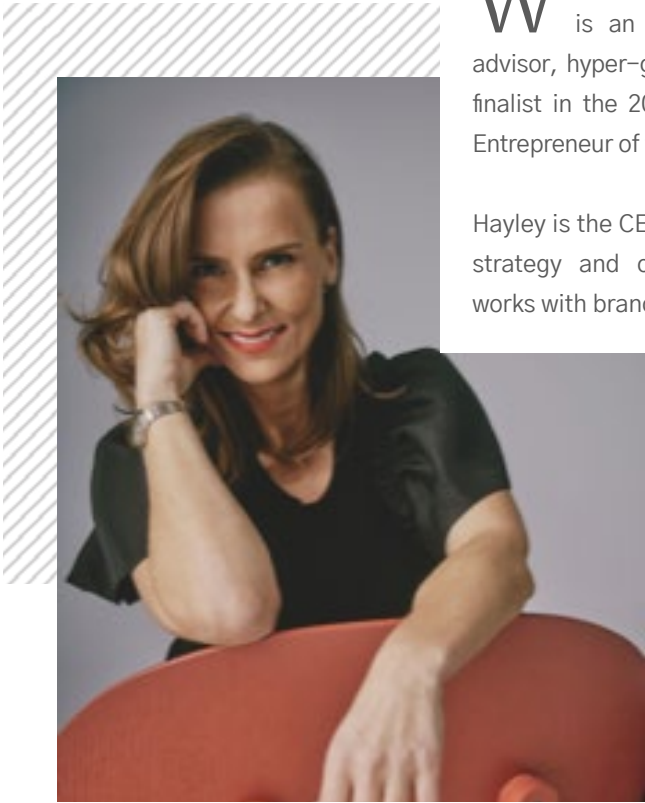
When Sandra Martinez started at Nestle more than 30 years ago in her home country of Ecuador, she had her sights set on marketing and wasn't thinking about leadership roles. As she started to grow in

the company and realise her ability to influence others toward a common goal, leadership roles began to come her way.

Sandra became the first woman in Nestle history to lead a Latin American country and she's currently CEO of the Oceania Region for Nestle, which includes Australia, New Zealand and the Pacific Islands with strong links to the Chinese market.

Having led in various regions- Latin America, North America, Europe and Oceania- Sandra is a proven global business expert.

"I think that our goals and ambitions change with time as we discover what we are good at, what makes us get out of bed, and what contribution we want to make," said Sandra.



Hayley Evans

Wearing many hats, Hayley Evans is an entrepreneur, CEO, angel advisor, hyper-growth driven advisor and a finalist in the 2022 CEO Global Magazines Entrepreneur of the Year award.

Hayley is the CEO of Surge Global, a digital strategy and consultancy company that works with brands around the world.

She's also the co-founder of Women Making Waves, an organisation bringing together a community of women and women supporters to leverage Web3 technology to fund and exports reform who have proven success in tactically transforming women's rights laws across the USA and Australia.

As a highly sought mentor to CEO's, Hayley is passionate about mentoring young entrepreneurs, empowering gender lens investment opportunities and working with women across male-dominated industries to ensure their success.

Among Australia's most respected businesswomen, Janine Allis is the founder of Boost Juice Bars, and through her business has been presented with a number of domestic and international awards in digital marketing, retail, franchise and business.

In 2015, business magazine BRW named her one of fifteen people that changed the way Australia does business in the last 35 years.

Twenty-one years ago, the first Boost Juice opened its doors in Adelaide, South Australia, and the now international business is used as a benchmark for other retailers on how

Janine Allis

to market using digital. Janine has since expanded her reach to become Non-Executive Chairman of Retail Zoo, Australia's franchise powerhouse growing young food retail brands.

Janine is also a bestselling author, has featured on Channel TEN's Shark Tank as an investor and is a podcast co-host of 'Superwomen We Ain't'.





Nicole Eckels

Born and raised in New York, Nicole Eckels started out as a makeup Artist at SACS Fifth Avenue. She flew to Australia with her son to find some change and it was here that her business idea was first sparked.

While shopping in David Jones to replace a beloved candle, Nicole could only find high-end

or low-end brands but nothing in-between. It was then that she saw a gap in the market and decided to create GlassHouse Fragrances.

Founded in 2006, GlassHouse Fragrances has quickly grown to become a leading brand in the Australian fragrance market as well as internationally.

Nicole is currently co-founder and CEO of Glasshouse Fragrance's umbrella company, Sapphire Group Pty Ltd.

Corporate Leaders

Pip Marlow



Pip Marlow leads the Australian and New Zealand operations of one of the world's most significant tech giants, Salesforce.

Marlow was appointed to the job in 2019, becoming one of just a handful of women with a prominent leadership role in the tech sector. Since then, she's spoken openly about what it takes to balance ambition, humility, authenticity and teamwork.

From the outset, Marlow has been clear about her desire to lead with purpose at Salesforce, sharing that there is much more to her work than keeping shareholders happy. "One of our stakeholders is our planet," Marlow says.

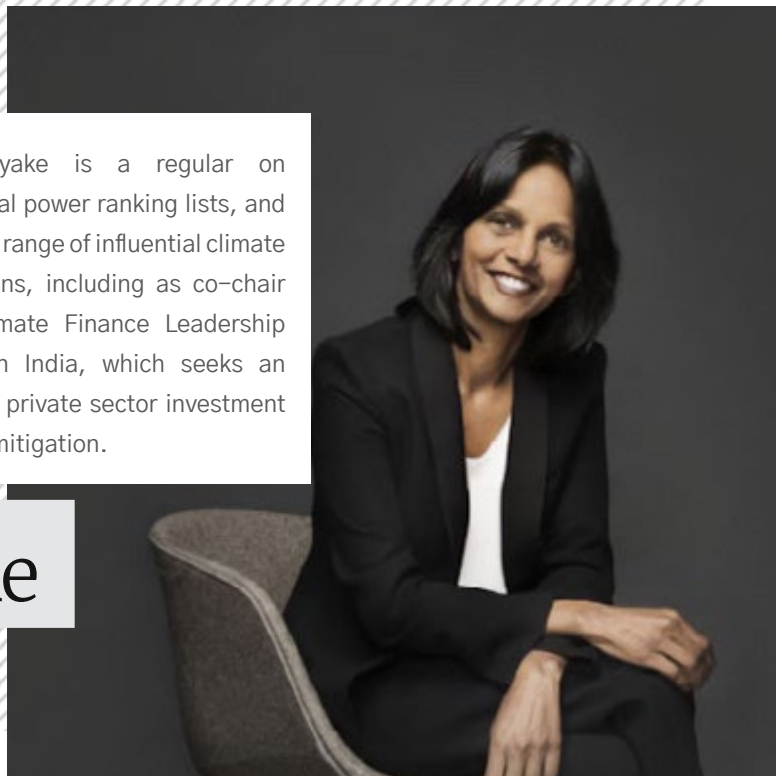
"One of our stakeholders is our planet."

"If you're going to live your values, you have to be able to stand up for them and walk away from revenue for them. That's a moment of leadership."

Macquarie Group Managing Director and Chief Executive Officer, Shemara Wikramanayake is one of Australia's most prominent CEOs in the finance and banking sector. Wikramanayake spent ten years as the Head of Macquarie Asset Management before being appointed CEO in late 2018.

Shemara Wikramanayake

Wikramanayake is a regular on international power ranking lists, and serves on a range of influential climate organisations, including as co-chair of the Climate Finance Leadership Initiative in India, which seeks an increase in private sector investment in climate mitigation.



Tanya Hosch

Tanya Hosch is the first Indigenous person and second woman to ever be appointed to the AFL's executive, where she is the General Manager of Inclusion and Social Policy. Her work centres around bettering inclusion for Aboriginal and Torres Strait Islander people, women, the LGBTQ+ community, and people with disability at the AFL.

“I like to think that the AFL executive has conversations now with me around the table that perhaps they wouldn't have as regularly if I wasn't”

“I like to think that the AFL executive has conversations now with me around the table that perhaps they wouldn't have as regularly if I wasn't,” Hosch told Women's Agenda.

She is also a member of the NAB Indigenous Advisory, and was named South Australia's Australian of the Year in 2021 for her pioneering advocacy work.



Christina Holgate



With over 20 years' of public board experience, Christine Holgate is one of Australia's most prominent business women, currently working as the CEO of Toll Global Express. The delivery company has more than 8000 workers across Australia and New Zealand.

As the former CEO of Australia Post (where she was unfairly dismissed), Holgate has become a powerful voice in corporate Australia, known as someone willing and able to call out hypocrisy, bullying and sexism.

A persistent voice for gender equality, Debby Blakey is the CEO of \$70 billion industry super fund HESTA, where more than 80 per cent of members are women. Under Blakey's leadership, HESTA has delivered strong long-term returns and positively contributed to sustainable development goals.

HESTA is also leading the 40:40 vision initiative, designed to push companies in the ASX200 to fill at least 40 percent of their executive positions with women by 2030. Blakey has also ensured HESTA has a climate transition plan, which includes portfolio cuts in emissions of 33 per cent by 2030 and net zero by 2050.



Debby Blakey



Anna Lee

Retail veteran Anna Lee is the CEO of one of Australia's most popular loyalty programs, FlyBuys.

With more than 8 million active members, FlyBuys has a massive influence over the way Australians shop. Lee was appointed to the position in February 2022.

Lee previously spent 8 years at The Iconic, where she held roles of COO, CFO and acting CEO and started her career in the finance sector.

She's spoken about the importance of "walking the talk" when it comes to leadership in business, and prioritising self-awareness, and empathy for others.

Marina Go

One of Australia's most experienced non-executive directors, Marina Go has held a number of prominent board positions and directorships. Currently, she is Chair of Netball Australia, Ovarian Cancer Australia and The Walkley Foundation, and a non-executive director on the boards of Energy Australia, 7-Eleven, Autosports Group, Pro-Pac, Adore Beauty and Booktopia.

Go's career has been highly purpose driven – she is a passionate advocate for gender equality, and has used her various positions in business and media to push for better diversity and inclusion.

Go started her career as a journalist and became the editor of Dolly magazine, before moving into various executive roles in media. She was the founding publisher of Women's Agenda.



Melanie Evans

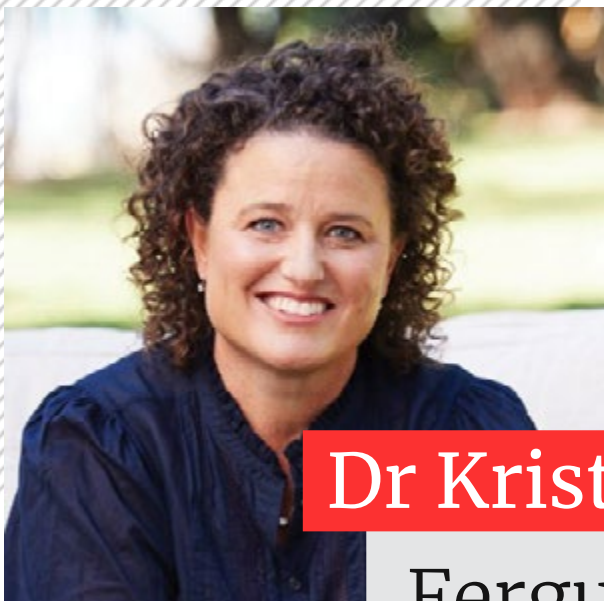


“I had to tell a group of males that I expected them to take their leave. You have to set that expectation.”

One of the most prominent women in the Australian financial services sector, CEO of ING Australia Melanie Evans is an executive passionate about using her position to fulfil a wider purpose.

As a leader of Australia's fifth largest bank, Evans has pursued policies to ensure employees at ING receive generous and equitable paid parental leave, no matter what their family arrangements are. As a result of her influence, ING became the first bank in Australia to give both parents equal access to 14 weeks paid leave, eliminating “primary” and “secondary” labels in the process.

Evans was passionate about removing any stigma around men taking paid parental leave, telling Women's Agenda: “When we introduced the policy, we had done the research to know it wasn't just a policy. We had to get that behavioural change. I had to stand in a room and tell a group of males that I expected them to take their leave. You have to set that expectation.”



Dr Kristin Ferguson

A highly experienced non-executive director and leadership expert, Dr Kristin Ferguson is one of Australia's most prominent voices in business. She is a sought after speaker, executive coach, columnist and author. She has just released her most recent book, *Head & Heart: The Art of Modern Leadership*.

With a PhD in leadership and culture, Ferguson's career has revolved around changing the way people look at modern leadership. Recently, she told Women's Agenda that leadership is a series of moments, and we all have a choice to leave as positive a legacy as we can in those moments.

“I wanted to write a book that reminds everyone we're all leaders,” says Ferguson. “Then I want to remind everyone that we've all got the capacity to be great leaders if we can lead with our head and our heart.”

Sam Mostyn

An established business person, Sam Mostyn has had a significant impact on the political and social discourse in Australia in recent years, advocating strongly for gender equality at all levels of Australian life. Mostyn is the current Chair of Federal Government Women's Economic Equality Taskforce, where she advises the government on policy regarding the advancement of women and girls.

She is a non-executive director and sustainability advisor, serving on the board of Mirvac and as chair at ANROWS, Alberts, Ausfilm, AIW, FYA, and the Climate Council. Previously, she served as President of Chief Executive Women, and was the first woman to be appointed to the AFL Commission.

During COVID-19, Mostyn delivered a powerful address at the National Press Club, calling for Australia to centre the "care economy" and value the unpaid and underpaid work women do.





With over a decade of board experience under her belt, Ming Long is an influential voice in corporate Australia, with experience in sectors including real estate, infrastructure, investment management and financial services. She has made a name for herself as a fierce advocate for diversity and inclusion, especially through her role as Chair at the Diversity Council of Australia.

Ming Long

In late 2022, Long was appointed as a non-executive director at Telstra and also holds a number of other significant roles including as a non-executive director at IFM Investors, QBE Insurances, and the Committee for Economic Development. Previously, she was chair of AMP Capital Funds Management Limited. Long has long advocated for getting more women into positions of senior leadership.

Carbon technologist Sophia Hamblin-Wang is one of very few young women at the forefront of the decarbonisation sector. As Chief Operating Officer at Mineral Carbonation International, Hamblin-Wang is working to decarbonise some of the world's highest polluting industries like steel and cement, and she's having massive success.

She has been outspoken about her passion for advancing a more sustainable and inclusive world through her work, and the importance of facilitating young people's voices in the push to tackle climate change.

Hamblin-Wang was last year named among a prestigious group of the World Economic Forum's 108 Young Global Leaders, and in 2020, she represented Australia at the World Economic Forum in Davos.



Sophia Hamblin-Wang

Co-founder and CEO of Verve Super, Christina Hobbs has been at the forefront of change in the superannuation industry, establishing a fund that is designed by and for women. She is passionate about closing the significant gender superannuation gap that exists in Australia, and helping women to be secure in their retirement.

At Verve, her work is very purpose driven, ensuring women have the option to invest their superannuation in companies that are doing good in the world, while levelling the playing field for gender equality.

Before her time at Verve Super, Hobbs was a humanitarian and financial inclusion expert for the UN, leading projects that give humanitarian assistance funds to women for their families.

Christina

Hobbs



Gloria

Yuen



A leader in developing better diversity and inclusion policies in corporate Australia, Gloria Yuen's work is helping to grow a pipeline of talented professional women from diverse cultural backgrounds. Yuen is the Head of Regulatory Enablement and Delivery at NAB, where she also serves as the Chair of NAB's Cultural Inclusion Employee Resource Group.

Yuen was named Emerging Leader in the Private Sector Award at Women's Agenda's Leadership Awards in 2022, where she said she will continue to demand intersectional diversity in corporations, and set up more platforms for the under-represented.

“To everybody who looks different, sounds different, thinks different, or are being told you're different... *keep going*”

“To everybody who looks different, sounds different, thinks different, or are being told you're different... keep going,” she says.

Founder and CEO at Expert360, Bridget Loudon has been a force in the tech industry for the past decade. In 2020, she made history becoming the youngest ASX 200 independent director when she joined the Telstra board. Loudon brings her youth and experience in tech to provide fresh insights at Telstra.

Loudon was just 25 when she started her company Expert360. In 2014, the platform saw Bridget named Emerging Entrepreneur of the Year at the Women's Agenda Leadership Awards. She has since gone on to win numerous other awards.

Loudon is a strong voice on what the future of work can look like, and how we can use technology to increase work accessibility and participation, and build a more equitable society.

Bridget Loudon



Nicky Sparshott

With more than two decades of global business experience, CEO of Unilever Australia and New Zealand Nicky Sparshott is a firm believer in the power of business to pursue good for people and the planet.

Under her leadership, Unilever has committed to sustainability practices, helping the company attain a Certified B Corp status which Sparshott says has served as a competitive advantage.

Sparshott was formerly the CEO of T2, and holds a number of non-executive directorships, including at World Wildlife Fund Australia, the Australian Food and Grocery Council and Global Sisters. She has been outspoken about her belief that corporations and businesses must drive sustainable practices, and create a positive impact.

We acknowledge and pay respect
to the past, present and future
Traditional Custodians and Elders of
this nation and the continuation of
cultural, spiritual and educational
practices of Aboriginal and Torres
Strait Islander peoples.



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