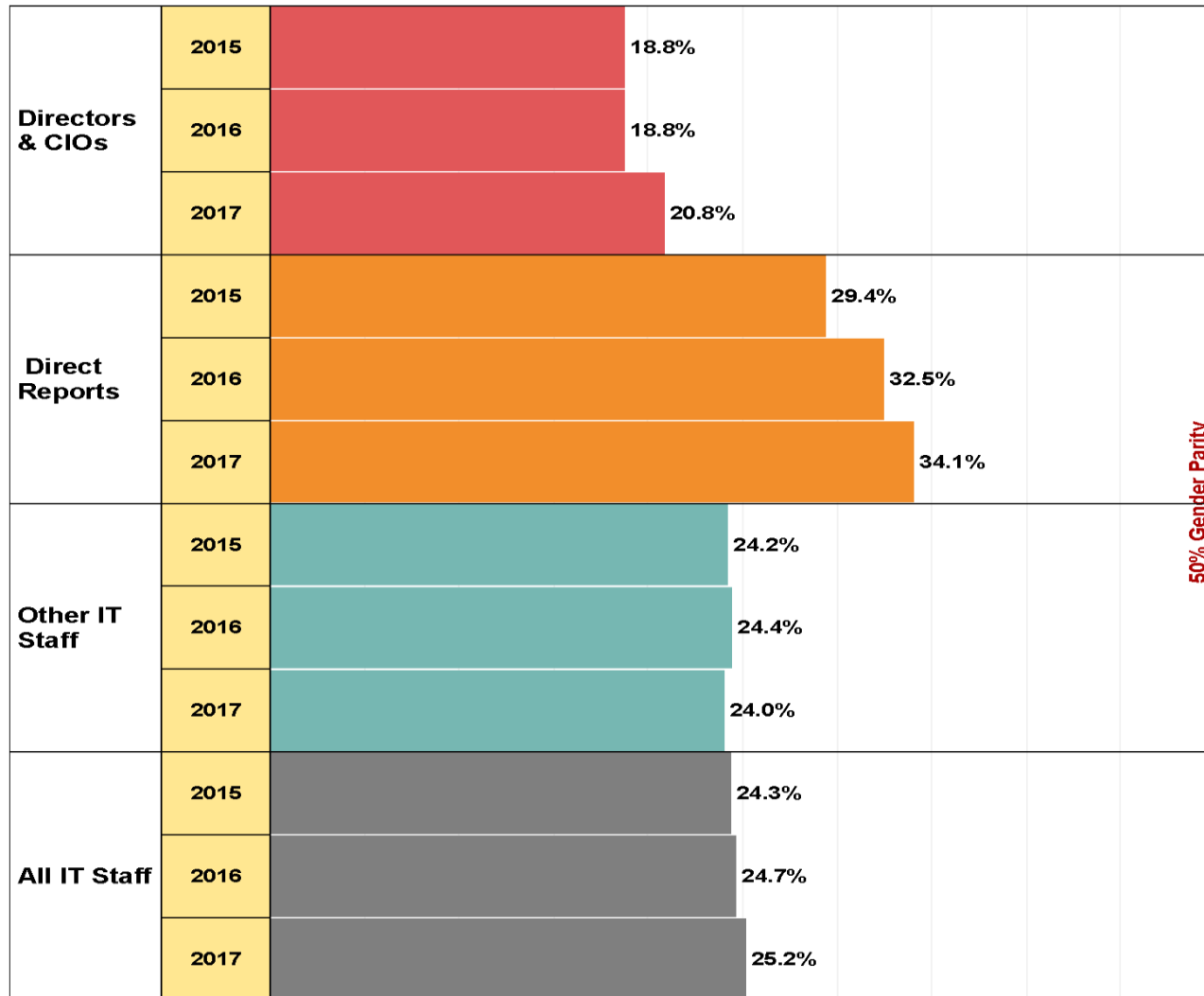


WOMEN IN TECHNOLOGY



Female Participation Rates 2015 - 2017



WOMEN IN TECHNOLOGY



SHAPING A WORLD
WHERE PEOPLE AND
COMMUNITIES THRIVE!



GROWTH MINDSET

Miranda Kovacic



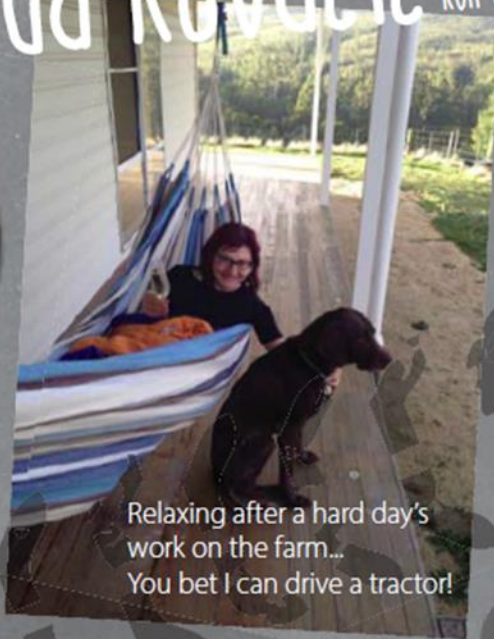


Miranda Kovacic

Pronounced:
KOH-vah-chich



Err...actually that's
Velma of "Scooby-gang" Fame
(and my agile avatar!)
Need another visual cue?
I rarely wear orange.



Relaxing after a hard day's
work on the farm...
You bet I can drive a tractor!

I also teach yoga.

Here's Elvis, one of our rescue dogs.
He couldn't join our nuptial celebrations,
even though they were in Vegas. Sad!

EMPLOYEE EXPERIENCE

This domain delivers 'Workplace as a Service' so our people thrive. We deliver common, platform-based services supporting New Ways of Working and to give people the tools they need. We have responsibility for Enterprise Applications (originally its own domain), which involves delivering the applications commonly used across all areas of ANZ (such as PeopleSoft).

Whenever we improve the employee experience, we're also improving the customer experience!



The Famous Elvis "side-eye"
(he's basically my Favourite person)

MyMiniCV

Find out more
on LinkedIn



2009 on



2008 to 2009



2001 to 2007



@miranda_kovacic

(I'm not exactly prolific, so I'll tuck that away down here)

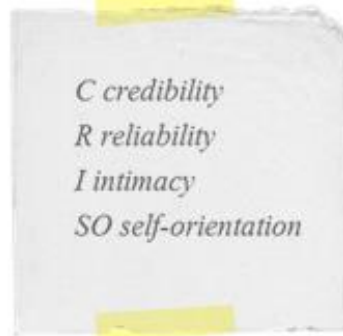
LEADING THROUGH TIME OF CHANGE



LEADING THROUGH TIME OF CHANGE



$$\text{Trust} = \frac{\mathbf{C + R + I}}{\mathbf{SO}}$$



BRIGHT LITTLE GIRLS



Source: Linda Rising – Power of a Agile Mindset

BRIGHT LITTLE BOYS



Source: Linda Rising – Power of a Agile Mindset

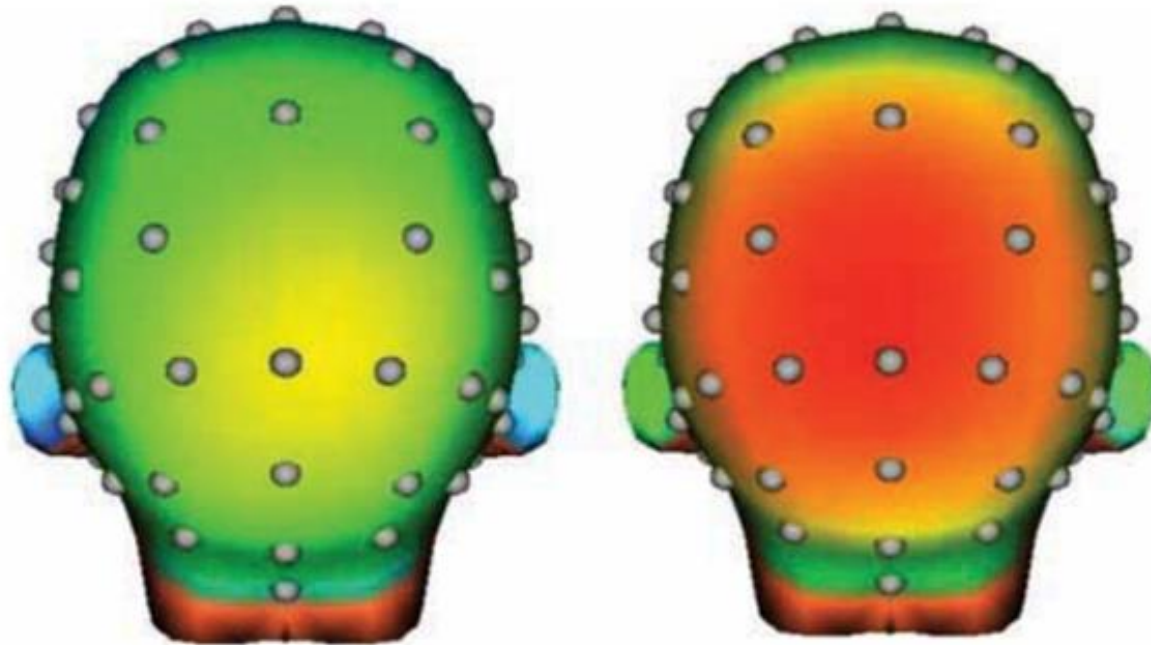
FIXED VS GROWTH MINDSET

	Fixed Mindset	Growth Mindset
	Believes that intelligence is static – leads to a desire to look smart and therefore a tendency to	Believes that intelligence can be developed – leads to a desire to learn and therefore a tendency to
Challenges	Avoid challenges	Embrace challenges
Obstacles	Get defensive or give up easily	Persist in the face of obstacles
Effort	See effort as fruitless or worse	See effort as the path to mastery
Criticism	Ignore useful negative feedback	Learn from criticism
Success of others	Feel threatened by the success of others	Find lessons and inspirations in the success of others
As a result	They may plateau early and achieve less than their full potential.	They reach ever higher levels of achievement.

MINDSETS - ACTIVITY LEVELS

Fixed Mind-Set

Growth Mind-Set



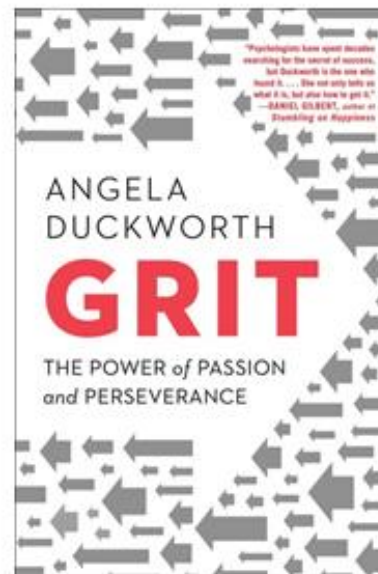
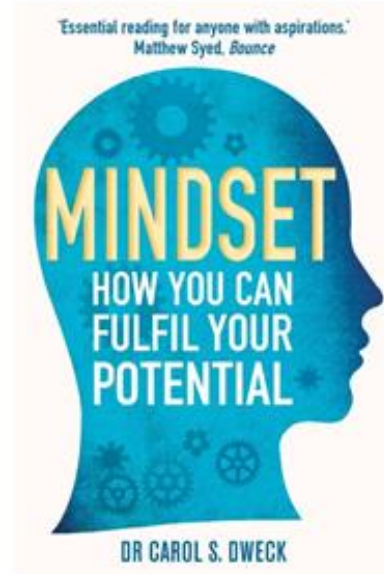
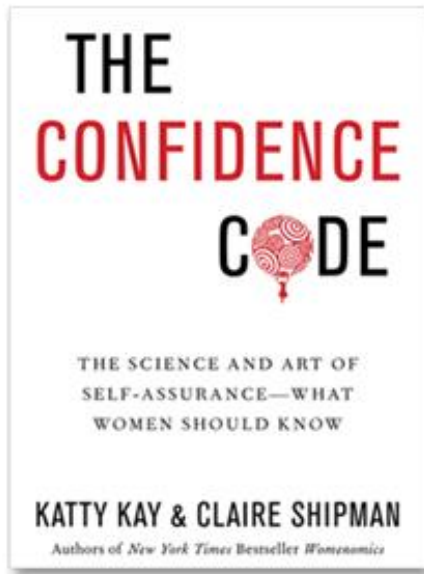
150–550 ms

0 μV

13.75 μV

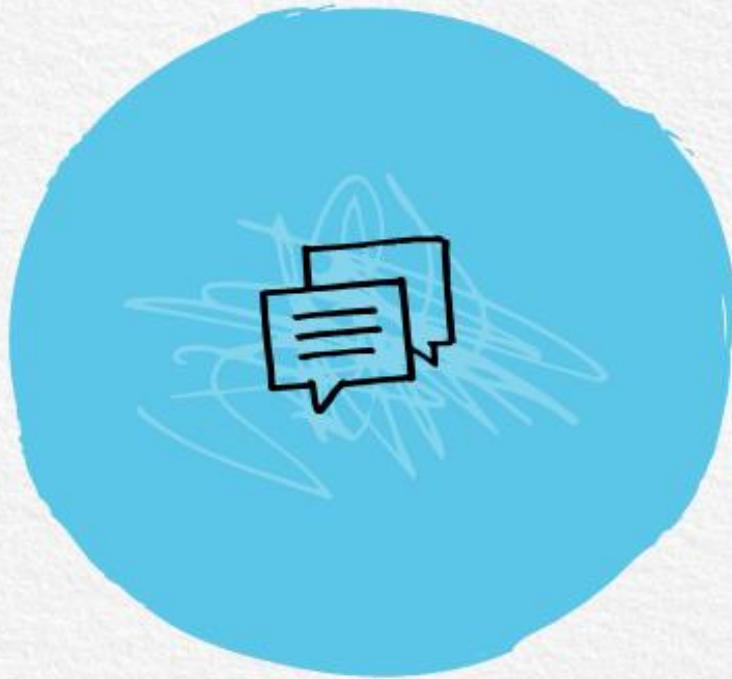
Dweck, Carol Dr, Ted Talk "The Power of Believing you can improve" [Norkopping](#), November 2014.
Source: Moser, Schroder, Heeter, Moran & Lee 2011

USEFUL REFERENCES



- Cuddy, Amy, Ted Talk 'Your body language may shape who you are' June 2012
- Dweck, Carol Dr, Ted's talk "The Power of Believing you can improve" Norkopping, November 2014
- Heen, Sheila and Goldstein; "Responding to feedback you don't agree with." *Harvard Business Review*, 14 April 2017

Questions



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THANK YOU



Miranda Kovacic



WOMEN IN TECHNOLOGY



coding to cio

how to build a rewarding career in IT

introducing anna

define your career aspiration

**understand what you
bring to the table**

**be inspired by
role models**

**role model:
Rachel Botsman**

harness the power of networking

just say “YES”

find a coach, mentor, sponsor

invest in yourself

**thank you
and questions**

WOMEN IN TECHNOLOGY





My Systems and Education Journey

Associate Professor Leonie Ellis



Grew up in Northern suburbs.
Educated at Cosgrove High, not fully
engaged as a student....



Went to work,
Pharmacy
then Myer.
Sport and
some
modelling
filled in time
but always
ended up in
office jobs





Then came the beautiful children.
Within a short time was back
working doing as a teacher.



How are you going at Uni??



So time to get a qualification ready to rejoin the workforce fulltime.



Accounting not
for me but
apparently
Information
Systems
was...1st Class
Honours





Next step was a PhD if I was to be an academic. PhD topic: Implementing technology and organisational based change.



And then the journey started: promotion and leadership roles

I am a qualitative social scientist, researching in ICT related areas, who was comfortably living in College of Science and Engineering and contributing to ICT education and research. In my new role we (my team and I) work closely with our partners and collectively drive the university agenda in relation to technology to support learning and teaching. All from a background of leaving school in year 10 and a natural flare for systems.



Understand your strengths, continue to upskill...you will be amazed at where you might end up!!!

Thank you for listening to my story.... Oh there was also a VCs award that I forgot to mention...



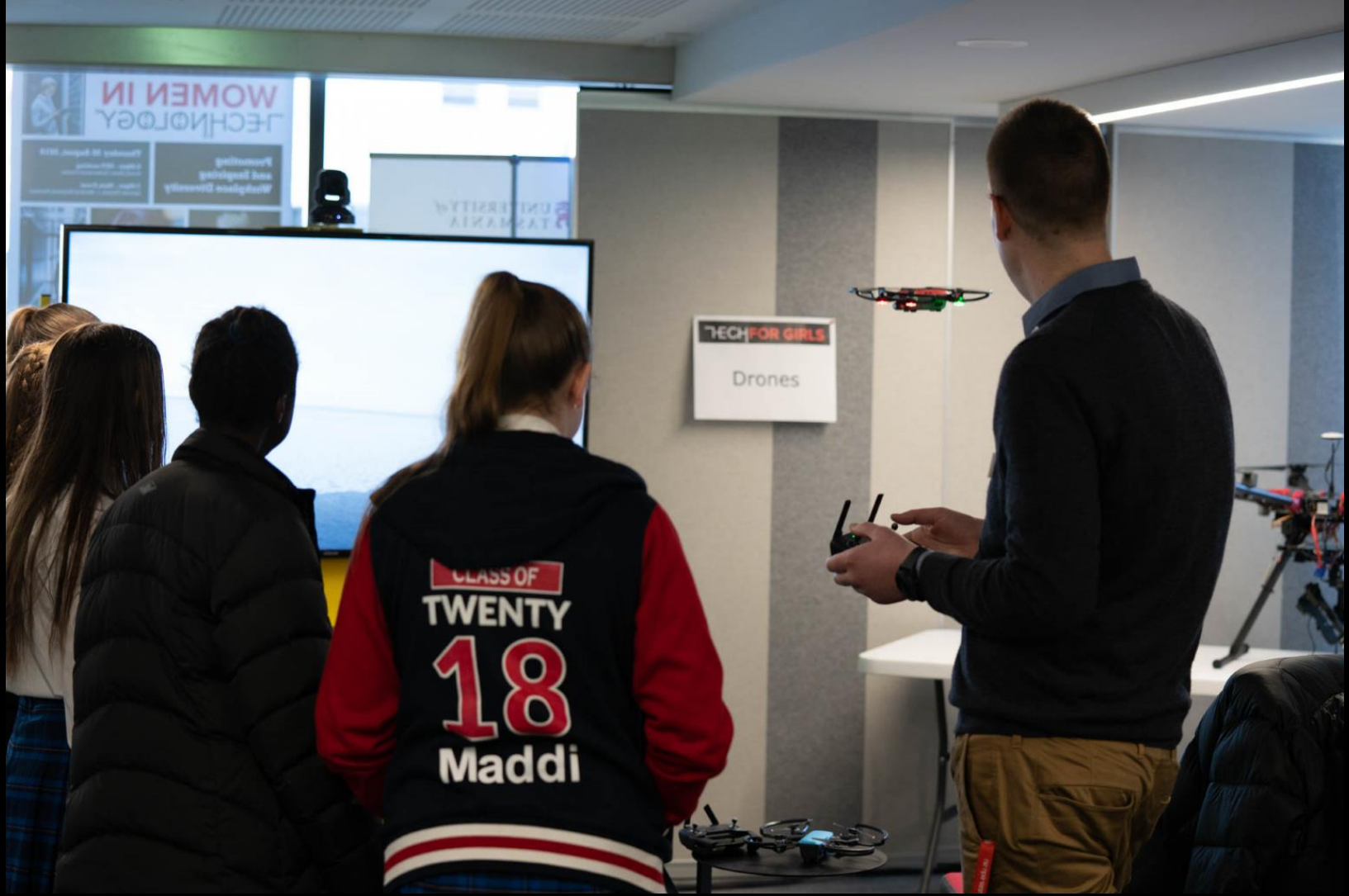
WOMEN IN TECHNOLOGY



TECH FOR GIRLS

by Jo-Anne Farrelly and Gillian Vosper





WOMEN IN TECHNOLOGY

UNIVERSITY OF TASMANIA

TECHFOR GIRLS

Drones

CLASS OF
TWENTY
18
Maddi





















Thankyou

Summary

WOMEN IN TECHNOLOGY





WOMEN IN TECHNOLOGY