

SESSION SUMMARY

DAY ONE - LEADERSHIP

Opening Remarks and Keynote Address

The 2014 IM4DC Alumni Forum began in The University of Queensland's Advanced Engineering Building Auditorium with an Acknowledgment of Country by aboriginal Elder, Mr Robert Lacey, who acknowledged the traditional owners and paid his respects to the Elders, past and present.

IM4DC Director, Ian Satchwell officially welcomed participants before introducing Rebecca Bryant, Assistant Secretary of the new Economic Engagement Branch of the Australian Department of Foreign Affairs and Trade (DFAT). Rebecca spoke of the Australian Government's pride in supporting IM4DC and its alumni and on economic diplomacy and the role the mining industry has within the private sector as a key driver of economic growth and poverty reduction.

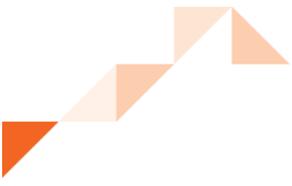
Professor Chris Moran also welcomed participants on behalf of the IM4DC Management Board and stressed the opportunity before alumni to become a 'global force' by sharing cultural and country perspectives and issues on the ground with each other and the enabling role IM4DC plays in those networks and relationships. He then welcomed the CEO of Thamani Gems and Founder of Thamani Trust, Majala Mlagui who spoke passionately about the role and responsibility of alumni to realise leadership opportunities and inclusive stakeholder collaboration. Majala recognised the challenges to develop social and human resources and implement effective governance.

An informed and inspiring keynote address was then delivered by Dr Anthony Hodge, President, International Council on Mining and Metals, who posed the question of mining's role in development. He encouraged the audience to understand and incorporate the change process into their strategies and to consider the challenge of poverty alleviation "from the bottom up." He stressed the importance of collaboration between stakeholders and how changing times and technology had created more empowered communities and just how important it was for industry to establish meaningful and inclusive dialogue and contracts with their communities.

"I plead with you to think about the change phenomena and think about the drivers of change, the resistance to change, the roles as a change agent that one can play and what strategies of change can work at any given time," Dr Anthony Hodge.

The Panel Discussion - Leadership Challenges in the Mining Context

Following the opening session presentations and keynote, day one of the Forum moved to the panel presentations. Panellists Dr Anthony Hodge, Roger Higgins, Peter Bangura, Oyuntsetseg Oidov, and Rebecca Bryant were asked by the co-chairs, Professors David



Day and David Brereton, to share personal experiences from their own leadership journeys, to elaborate on the challenges they faced and the strategies they used to overcome those challenges. Rebecca Bryant spoke about risks, courage and consistency, based on her personal experience working within the government sector; Oyuntsetseg Oidov shared her knowledge about social and gender issues in mining infrastructure projects in Mongolia; Roger Higgins spoke about formal structured leadership within an organisation, and the more informal, influential leadership approaches; and Peter Bangura reflected on his journey as a young leader and how others tend to judge age as a pre-requisite to ability. All considered challenges to be an opportunity to grow leadership skills and that the journey was also personal and linked to your own values, beliefs and ability to demonstrate those values. Multiple stakeholder engagement, mediating diverse and sometimes conflicting interests to come up with 'win-win' solutions were identified as common challenges. Discussions around strategies to meet those challenges covered clear communication and common language; listening skills and structured engagement and how understanding audience drivers and motivations is pivotal to effective communications and the leadership process.

The Workshop Forum

Lively debate and discussions occurred throughout the workshop session. Alumni were organised into predefined groups of different sectors, countries, and IM4DC courses, and asked to consider and share their own personal leadership challenges in the context of mining for development and their career journeys. In reporting back on the groups' key themes and challenges, Alumni Facilitators clearly demonstrated the similarity and parallel circumstances alumni face, regardless of their country or organisation. The workshop provided a learning platform for participants to grow together and share experiences and strategies to overcome these challenges.

The Reflection Session

For the day's final interactive session, the panel of alumni and industry guests was asked by co-chairs, Professors David Day and David Brereton to reflect on where 'we can make a difference in our world'. Key messages and take-outs included: recognising the role trust plays in the leadership journey; the importance of clear values and authenticity to enable people to connect with your leadership vision; and the need to being open to taking risks, doing things differently and being prepared to make mistakes.