



AUSTRALIAN
AIRPORTS
ASSOCIATION

AAAW WOMEN IN
AIRPORTS
FORUM

Our Future Direction

Monday 13 November 2023 | 9am-4.45pm

River Room, Crown Melbourne

MAJOR PARTNER

amadeus

HOST AIRPORT PARTNER

**MELBOURNE
AIRPORT**

PROGRAM



amadeus

Proud sponsor of the 2023 AAA Women in Airports Forum

Amadeus recognizes the need for more women in STEM careers as these career paths are directly associated with jobs of the future, driving innovation, social wellbeing, inclusive growth and sustainable development. We are working hard to play our part by placing gender equality front and center of our future growth.

That's why we're proud to sponsor the 2023 Australian Airports Association's Women in Airports Forum, now for the seventh year running.

Amadeus. It's how travel works better.

amadeus.com/airports

WELCOME TO THE AAA WOMEN IN AIRPORTS FORUM 2023

Welcome to the AAA Women in Airports Forum for 2023.

The Forum is part of the AAA's ongoing commitment to promote female participation in the airport sector, while supporting women currently employed at airports to develop their careers and grow their professional networks.

It brings together a community of like-minded professionals for a day of career development, robust discussions, ideas sharing and networking, all taking place in a safe and supportive space.

In addition to presentations and panel discussions, we are delighted to be running two workshops at this year's Women in Airports Forum: *What does success look like when it looks like you?* and *Strategic networking for career impact*.

This is an important event for the sector, and for the continued growth of female leadership within the aviation industry. I hope you enjoy today.

James Goodwin

AAA Chief Executive



NETWORKING DETAILS

4.45pm to 5.30pm

River Room, Crown Melbourne

SHARE YOUR EXPERIENCE



#AAAWIA23

The Australian Airports Association (AAA) is a peak representative body founded in 1982 in recognition of the real need for one coherent, cohesive, consistent and vital voice for aerodromes and airports throughout Australia.

The AAA represents the interests of more than 340 airports and aerodromes Australia wide – from the local country community landing strip to major international gateway airports.

The AAA also represents more than 150 aviation stakeholders and organisations that provide goods and services to airports.

MEET OUR SPEAKERS



Lorie Argus
Chief Executive Officer,
Melbourne Airport

Lorie Argus was appointed CEO of Melbourne Airport on July 1, 2022 after seven years as Chief of Aviation and Chief of Ground Transport.

With more than 30 years' experience in aviation, she brings a "passenger first" focus to her role.

Lorie started her career in Canada before relocating to Australia and joining Virgin Australia. In her ten years at the airline, she was appointed Manager of International Airport Operations and General Manager of Ground Operations.

In 2017 Lorie graduated with an Executive MBA from Bond University. Lorie is an active member of Chief Executive Women and of the Australian Institute of Directors and became a graduate of AICD (GAICD) in 2019.

Lorie is also a Non-Executive Director of the Australian Airports Association, Airport Council International and Launceston Airport.



Fiona Beach
Airfield Optimisation
Manager, Melbourne Airport

Fiona Beach has recently been appointed the Airfield Optimisation Manager for Melbourne Airport.

She has over six years experience in the Airfield Safety and Operations space where she has led Airfield safety investigations and supported safety initiatives over her tenure.

Her current focus is leading and supporting continuous improvement opportunities to increase efficiencies within the airfield.



Marion Charlton
Chief Operating Officer,
Gold Coast Airport

Marion Charlton has an impressive track record in business and aviation domestically and abroad. Since joining Queensland Airports Limited (QAL), Marion has held a variety of senior roles including her current position of Chief Operating Officer, where she manages the day-to-day operations of QAL group airports, and is overseeing the transformational Gold Coast Airport terminal expansion.

Marion worked at Atlanta and Sydney airports during the 1996 and 2000 Olympics and was in Glasgow during the 2014 Commonwealth Games.

Marion has strong ties to the community and is a past Trustee with the Currumbin Wildlife Hospital Foundation, Chairperson of the Placemakers Gold Coast board and sits on the board of Bond University.



MELBOURNE AIRPORT

As the gateway to Melbourne, Victoria, and the world,
we're creating connections that matter.

Proud Host Airport Partner



AUSTRALIAN
AIRPORTS
ASSOCIATION

AAA NATIONAL
CONFERENCE
+ INDUSTRY EXPO

SAFE, SMART, SUSTAINABLE: TOWARDS 2050
14 – 16 November 2023, Melbourne



AAAW WOMEN IN
AIRPORTS
FORUM



MEET OUR SPEAKERS



Cheryl Edwardes Chair, Port Hedland International Airport

Cheryl Edwardes is a highly credentialled and experienced company director and Chairperson. A solicitor by profession and a former Minister in the Court Government of Western Australia, she has extensive experience and knowledge of WA's legal and regulatory framework relating to mining projects, environmental, native title, heritage, and land access.

During her political career, Ms Edwardes held positions that included WA Attorney General, Minister for the Environment, and Minister for Labour Relations. She currently serves as the Non-Executive Chair of Flinders Mines Limited (ASX: FMS), Nuheara Ltd (ASX: NUH), Kalium Lakes (ASX: KLL), Westgold Resources Ltd (ASX: WGX), and Port Hedland International Airport. She also works with HHG Legal Group on a part-time basis, focusing on pro bono work and the development of the firm's charitable arm, HHG Giving Back.

Ms Edwardes has been awarded an Order of Australia in the Queen's Birthday Honours 2016 for "significant service to the people and Parliament of Western Australia, to the law and the environment, and through executive roles with business, education and community organisations." She was also named in the 100 Women of Influence 2016, inducted into the Western Australian Women's Hall of Fame 2016 and was a finalist in the Women in Resources Award 2015.



Rachel Gatumia Airline Account Manager, Amadeus

Rachel Gatumia, Strategic Key Account Manager, NZ and Pacific at Amadeus Airlines has a solid aviation business acumen, gained over 25 years in the industry, with a passion for her airline customers operating within the travel ecosystem.

Rachel's focus is on the regional NZ and South Pacific markets, and her work centres on supporting airline transformation by leveraging technology to solve business challenges.

One of the biggest transformations that airlines are undertaking is the transformation to Offer and Order Management systems. Self-servicing and automation through the end-to-end passenger journey is a particular focus area that Rachel is currently collaborating with airlines on, including Fiji Airways, Air Tahiti Nui, Air New Zealand plus many more. Many players in the travel industry took on the challenge of emerging out of the pandemic stronger than ever before. Our core cultural strengths of resilience and the ability to adapt and reinvent ourselves has become essential.

Collaboration continues to drive our relationships for travel players to ensure we innovate and deliver value to our passengers and business partners to do travel - better.



Adam Kett Manager of Aerodromes, Fortescue

Adam is the Manager of Aerodromes at Fortescue - over the last 16 years he has etched a career across ground handling, airline and airport operations in mainline, regional, and remote airports throughout Australia.

As the Manager of Aerodromes he oversees all aspects of operations, finance, contract management and recruitment of Fortescue's five owned and operated Aerodromes throughout the Pilbara region of Western Australia.



MEET OUR SPEAKERS

Sarah Marshall

Executive General Manager
– People, Safety & Sustainability, Fulton Hogan

Sarah Marshall is currently the Executive General Manager at Fulton Hogan Australia. Sarah joined Fulton Hogan in 2019 and she leads the operational functions of Health & Safety, People & Culture, Industrial Relations and Environment, Community & Sustainability. Sarah brings over 27 years of experience working in the construction and infrastructure industry previously holding Executive leadership positions at Lendlease and Abigroup.

Sarah is a courageous, resilient and highly respected leader that has spent her professional career spear-heading positive cultural change in the infrastructure industry. This includes driving infrastructure sustainability, driving improvements in gender diversity, reducing the stigma of mental health issues, increasing Indigenous engagement and procurement, workforce employment and skilling and training.

Sarah is also an experienced Government and NFP Board Director with a passion for good governance, transparency and equity. Sarah influences change at multiple levels in the construction industry. Sarah is a Board Director of the Australian Constructors Association (ACA) and Executive Sponsor of ACA's Capability and Capacity Board Committee and recently retired Deputy Chair and Board Director at the Infrastructure Sustainability Council (ISC) after 7 years of service.

Shannon McFadden

Chief Strategy, Sustainability and People Officer, Gold Coast Airport

Shannon McFadden has extensive experience in strategy development and implementation, stakeholder engagement, business operations, and talent management. Shannon joined QAL after more than 18 years in management consulting at Bain & Company, advising companies in Australia, the US, Europe and Asia across multiple sectors, including retail, media & entertainment, consumer products, financial services, and private equity.

Shannon also held key operational roles, leading the human capital functions, supporting strategy development and mobilisation, and managing the day-to-day commercial operations of Bain Australia. As QAL's CSSPO, Shannon oversees the development and execution of the strategy, delivery of the company's ESG agenda, communications and stakeholder engagement, and people & culture.

Jim Parashos

Chief of Aviation, Melbourne Airport

Jim Parashos is Chief of Aviation at Melbourne Airport, joining in January 2022. He is responsible for Operations, Aviation Development, Aeronautical Commercial, Traveller Experience, Infrastructure and Aviation Service Delivery.

Jim brings over 25 years of experience in the airports and tourism sectors. Prior to joining Melbourne Airport he was Executive General Manager Aviation at Brisbane Airport Corporation, and Chief Airport Officer at Northern Territory Airports, responsible for the traditional airport business of operations, commercial, aviation development and customer experience at Darwin and Alice Springs airports.

Jim holds an MBA in Aviation (RMIT), Business degree in Tourism and International Trade and is a graduate of AICD (GAICD).

MEET OUR SPEAKERS



Bree Tanner

Senior Manager Commercial Agreements, Commercial Aviation, Melbourne Airport

Bree Tanner is a Senior Commercial Manager for Melbourne Airport and has over 10+ years of experience in the aviation industry, working for both airlines and airports. With a background in commercial and strategic advisory, Bree is responsible for the strategic planning and development of aviation commercial agreements for the airport.

Bree also currently Co-Chairs the Women@APAC committee for Melbourne and Launceston Airports and is committed to attracting more women into the industry that she is so passionate about.



Antonia Thao

Head of Delivery Management, Airport and Airline Operations, Asia Pacific, Amadeus

Antonia Thao, Key Account and Delivery Manager, AU & NZ and Pacific at Amadeus AAO has a solid aviation business acumen gained over 20 years working in the industry, with a passion for airline and airport business.

Her focus is on the regional AU & NZ market supporting airports and airlines on their growth and transformation journey, while closely following strategic projects such as introducing self-service and touchless passenger processing solutions, and enabling airports with biometric capabilities. Having worked on projects with Perth Airport, Queenstown Airport, Qantas, Virgin Australia, British Airways, Air France, Singapore Airlines, Cathay Pacific and many more, it became evident that airport and airline customers require a tailored approach with close collaboration, due to the fast changing and volatile environment we operate in. The recent pandemic has been a great demonstration of how important it is for all travel players to work with the same goal in mind, delivering a seamless journey to our passengers.

Changing between various roles and responsibilities in Europe and Asia Pacific, previous responsibilities include Senior Product Management activities, Head of Solution Design, Delivery Management and, most recently, Key Account Management.

MEET OUR WORKSHOP FACILITATORS

PEOPLE MEASURES



Chloe Hawcroft
Chief Executive & Director,
People Measures

Chloe is the Chief Executive and a Director at People Measures and has 20+ years' experience working with executives, CEOs and boards.

Chloe is a strategic and commercial leader known for her ability to deliver high performance through impactful, measurable business and people strategies in complex environments. She draws on her experience and qualifications in Organisational Psychology and has demonstrated a proven track record aligning culture and leadership teams to realise tangible business value.

During her consulting industry experience at PwC she was part of the leadership team that developed the People and Change consulting practice into one of the largest and most successful in the country, and a global example within the firm. This experience has equipped her with insight into, and hands-on experience of what it takes to build a successful people consulting business. Throughout her career she has established an extensive network with decision makers at C-suite and board level, and a strong brand as a leader of high performing consulting teams and delivering high quality people/talent products and outcomes.

Chloe's corporate leadership experience within high profile government organisations (Sydney Opera House) and ASX50 companies (AMP and APA Group) has provided her with valuable experience developing corporate functions in-house and developing and implementing corporate strategy, building high performance culture, working with complex and diverse stakeholders and delivering tangible commercial outcomes. In 2020 she co-founded a tech start-up, QOIA, which added to her skillset an understanding of, and networks in the tech start-up market, and exciting innovation in 'people tech'. She is driven by challenging assumptions about the way we do things and thinking differently to achieve better outcomes.

Chloe has a proven track record of leading high performing teams and delivering sustained change through strategic solutions that stick. A strong advocate for inclusion and diversity, Chloe was a founding board member of The 100% Project, a not-for-profit working with leading businesses to improve outcomes through gender diversity.



Natalie Livings
Director,
People Measures

Natalie is a registered psychologist with over 25 years' experience in assessment, leadership development, executive coaching and talent management.

She has worked with a wide range of organisations across the public, private and not-for-profit sectors, across Europe and Australia. Natalie holds a Master in Organisational Psychology and has also trained at Harvard University in the philosophy of Adaptive Leadership. Prior to joining People Measures in 2015, she worked in various leadership consultancies, as well as in large defence and retail organisations.

Natalie is a highly experienced and engaging facilitator, designing and delivering leadership development programs across the public and private sectors and for participants ranging from emerging through to executive level leaders. She has facilitated programs on topics including adaptive leadership, personal brand, effective communication skills, building high performance teams, leading change and influencing.

Natalie has extensive experience in assessment for development, recruitment and selection. She has been trained in the YSC methodology of deep dive narrative interviews and has worked with hundreds of leaders – either assessing their fit for senior roles or working with them on their own development in role. Natalie is also an accredited executive coach (Associate Certified Coach, International Coach Federation). She has particular experience in working with high potential individuals seeking career progression or transitioning to a new role, and high performers who are seeking to work more effectively in their current role.

MEET OUR MAJOR PARTNER

AMADEUS

Amadeus. It's how travel works better.

We make the experience of travel better for everyone, everywhere by inspiring innovation, partnerships and responsibility to people, places and planet.

Our technology powers the travel and tourism industry.

We inspire more connected ways of thinking, centered around the traveler.

Our platform connects the travel and hospitality ecosystem. We are making travel a force for social and environmental good.

We are passionate about travel. With a unique perspective, at the heart of our industry, we are redesigning the travel of tomorrow.

amadeus

MEET OUR HOST AIRPORT PARTNER

MELBOURNE AIRPORT

Melbourne Airport is Victoria's primary international gateway for passengers and time-critical freight and is Australia's largest 24-hour airport.

In the 2022/23 financial year, Melbourne Airport welcomed more than 30 million passengers and facilitated more than 218,000 aircraft movements.

Melbourne Airport has scheduled service from 37 international carriers and is the largest capital city jet hub for Virgin Australia, Jetstar, Rex and Bonza.

Driven by a vision to be Australia's favourite airport destination, Melbourne Airport is currently undertaking significant upgrades of its terminals, airfield and ground transport infrastructure, with plans submitted to the federal government for a third runway.

Melbourne Airport was the first capital city airport in Australia to commit to net-zero scope 1 and 2 emissions by 2025 and last year introduced an organic waste processing facility as part of its commitment to the circular economy.

MELBOURNE AIRPORT

2023 PROGRAM

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Our Future Direction Monday 13 November

0830 – 0900	Registration and arrival tea/coffee
0900 – 0905	Women in Airports Forum opening address Rachel Gatumia, Airline Account Manager, Amadeus
0905 – 0915	Welcome to the AAA Women in Airports Forum and AAA update James Goodwin, Chief Executive, Australian Airports Association
0915 – 0920	Committee Chair welcome Marion Charlton, Chief Operating Officer, Gold Coast Airport
0920 – 0950	Women@APAC Lorie Argus, Chief Executive Officer, Melbourne Airport Jim Parashos, Chief of Aviation, Melbourne Airport Fiona Beach, Airfield Operations Optimisations Manager, Melbourne Airport
0950 – 1015	The pledge for gender parity Adam Kett, Manager Aerodromes, Fortescue
1015 – 1045	Morning tea and networking break
1045 – 1245	Workshop: What does success look like when it looks like you? Facilitated by Natalie Livings and Chloe Hawcroft, People Measures
1245 – 1345	Lunch and networking
1345 – 1530	Workshop: Strategic networking for career impact Facilitated by Natalie Livings and Chloe Hawcroft, People Measures
1530 – 1630	Panel session - Organisational change Chair: Antonia Thao, Head of Delivery Management, Airport and Airline Operations, Asia Pacific, Amadeus Cheryl Edwardes, Chair, Port Hedland International Airport Bree Tanner, Senior Manager Commercial Agreements, Commercial Aviation, Melbourne Airport Sarah Marshall, Executive General Manager – People, Safety & Sustainability, Fulton Hogan Shannon McFadden, Chief Strategy, Sustainability and People Officer, Gold Coast Airport
1630 – 1645	Women in Airports Forum close Rachel Gatumia, Airline Account Manager, Amadeus
1645 – 1730	Cocktail Networking Function at the River Room, Crown Melbourne

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