

2023 CAREERS GUIDE



LEAD WITH
PURPOSE

CAPITAL W | UNSW WOMEN IN BUSINESS SOCIETY



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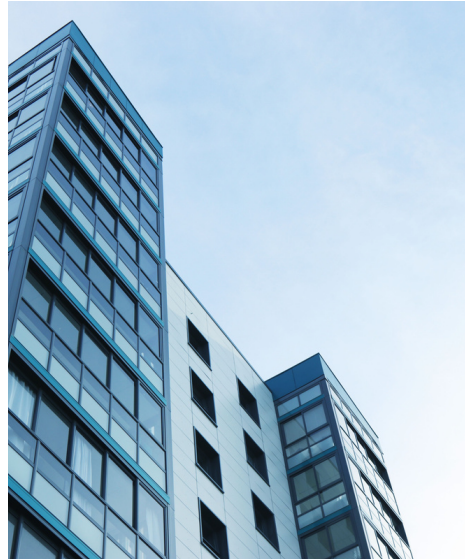
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Editors' Address

Our readers are women who are passionate about their professional development, and leadership skills are an invaluable asset to help them reach their goals. We often associate leadership with a role taken in the distant future but it is so much more than that. It can be the initiative to speak up in a meeting, or even the courage to ask for feedback. These skills require cultivation, and as Capital W's Publications Co-Directors, we aim to give tangible tips and inspiring stories of women who have successfully entered and tackled male-dominated industries.

Capital W is one of UNSW's most prominent Business Societies, with a focus on empowering women in business and facilitating their transition from university to the professional world. Our goal is to help women understand the scope of opportunities available to them, as well as create and foster an empowering network of women to take with them on their career journey. We aim to achieve this through the often daunting but essential task of networking, striving to connect female students with mentors and peers who will help pave their way for future success.

The theme of this publication is 'Lead with Purpose'. The title itself is almost self-explanatory, as we seek to delve into the true meaning of leadership beyond the conventional understanding and explore its intricacies. The nature of leadership is multifaceted in the range of personal qualities which it demands. Leadership is a forever dynamic role that requires continuous learning and growth amongst a cohesive team. A modern leader does not necessarily imply a CEO of a major financial firm, and it definitely does not mean never being in the wrong, but it is rather someone that embodies the vision of the entire team, providing guidance and direction.

As a leader, you uphold high standards and serve as a role model. For this publication, we have gathered insights from women at different stages of their careers to explore their varying perspectives of what leading with purpose means to them. We thank our incredible sponsors and internal team at Capital W for their contributions that have made this Careers Guide truly exceptional, and will hopefully help many young women embark on their career journeys. These invaluable insights and suggestions can help you implement small changes that can elevate not only your career but your overall life goals, driven by a purpose more clear and greater than before.

With that, we invite you to delve into our work, which would not have been possible without the generous support of our sponsors.

Sincerely,

Alia Shaikh & Harriet Vitek
Your Publications Co-Directors



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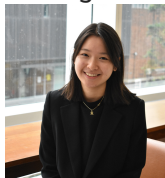
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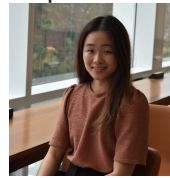
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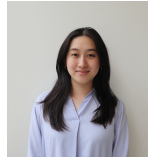
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PRESIDENTS' ADDRESS

Dear all,

On behalf of Capital W, we thank you for your ongoing support and enthusiasm in empowering the talented women of today to become tomorrow's business leaders. As we are halfway through 2023, we would like to celebrate another great year in our legacy of collective action and shared ownership in driving gender parity. It is inspiring to see the passion for personal development and initiative for career advancement remain unwavering amongst students, with interests expanding to multiple industries and pathways.

This year's theme, 'Lead with Purpose', hones in on the true meaning of leadership. It emphasises not only the importance of guiding others to achieve their personal goals, but also empowering those around you to become leaders in their own ways. Leaders who lead with purpose are driven by a deep conviction and commitment to a cause, and their actions are guided by a sense of responsibility, integrity, and a desire to create meaningful change. They inspire and motivate others, fostering a shared sense of purpose and a collective vision for the future. In saying this, we all have a responsibility to lead with purpose, whether that be at university or in the workforce.

Where leadership aims to empower those around us to be leaders in their own right, the theme of 'Lead With Purpose' encapsulates Capital W's ongoing purpose to encourage each of you to discover your personal values and motivations, and expand your individual capabilities and strengths. With an internal team of 50 students, we are striving to lead with purpose by creating various new initiatives (to name a few being the Women in Spotlight Podcast, Hackathon and First Years Roundtable Event), evolving our annual initiatives (an unprecedented number of attendees at our International Women's Day Breakfast), and strengthening our internal culture.

We invite each of you to engage with our initiatives, including reading this Careers Guide, to develop your own professional development and explore the plethora of pathways available to you.

As the first half of 2023 draws to a close, our achievements in empowering the next generation of business leaders would not be possible without the unwavering support of the UNSW Business School and our industry-leading sponsors. The opportunity to work alongside renowned organisations has allowed us to uphold our mission and continue to deliver impactful publications and events for our growing member base and sponsors. We look forward to what the rest of the year has in store for Capital W as we continue to empower female-identifying students to lead with purpose, and overcome the barriers that hinder collective opportunity and equality in the workforce.

As we all continue on a lifelong journey of growth, opportunity, and discovery, we encourage you to discover what motivates you to lead with purpose.

Maggie Xu and Lina Zaioor
Capital W Co-Presidents 2023



TURNING REJECTION INTO OPPORTUNITY

Rejection is an inevitable part of life, both in the workplace and university. Whether it be getting a disappointing grade or being rejected from a job, rejection is a common experience for everyone. Being rejected time after time again can be incredibly demotivating, but just remember that rejection does not equate to failure. Instead, you must learn to turn rejection into opportunities for growth and self-improvement.

EMBRACE REJECTION

We have all been guilty of comparing ourselves to our high-achieving peers after facing rejection, marvelling at the prestigious academic achievements and seemingly endless work experience on their LinkedIn profiles. However, rejection is not a reflection of your worth or abilities. Although it is easier said than done, you must not let rejection consume your mind with negative self-talk and comparisons with your peers. To achieve growth and success, it is essential to change your mindset from fearing rejection, to embracing rejection. Don't let your failures discourage you from pursuing your passions and dreams.

LEARN FROM YOUR MISTAKES

One way to turn rejection into an opportunity is to learn from your mistakes. After being rejected for a summer internship, receiving poor feedback on a presentation or failing to get into a society, take a moment to reflect on what you did well, what went wrong, and what you could have done differently. If you can, be sure to ask the employer or your tutor for feedback on your performance. By doing so, you can identify your strengths and weaknesses, as well as have a better understanding of expectations.

Use this reflection and feedback as a learning experience for growth and development. As you persist through your journey of overcoming rejection, your confidence and skills will undoubtedly grow, providing you with the necessary tools to succeed in your future endeavours.

TAKE RISKS

Another tip is to not let rejection hold you back from taking risks and trying new things. A fear of failure can be paralysing, but you must recognise that failure is a natural part of the learning process. Without failure, there can be no opportunities for growth and improvement. Don't let fear prevent you from going outside of your comfort zone and doing things you wouldn't normally do. If you catch yourself doubting your abilities, just ask yourself, what do you have to lose? The worst outcome is usually not as bad as you might imagine, and the potential rewards and growth that come from pushing yourself are significant. Now is the time for you to apply for that job, internship, leadership position, or exchange opportunity. Instead of letting your fear of rejection hold you back, embrace the possibility of failure and use it as an opportunity to learn and grow.

Ultimately, rejection can be a brutally humbling experience, but it is important to remember that with each rejection, the only way to go is up. By learning from your mistakes, seeking feedback, taking risks, and persisting in the face of adversity, you can turn rejection into an opportunity for growth and self-improvement. Let rejection empower you to become more determined and better equipped to face challenges in the future.

**BY: VEN LEE TEO
(PUBLICATIONS SUBCOMMITTEE)**

WOMEN IN SPOTLIGHT

WITH MELANIE PERKINS

CANVA is a much beloved design software by people globally, particularly here with your publications team at Capital W, where Canva helps us deliver information to you! Another reason we love this company is that it is founded and led by the inspirational Melanie Perkins.

Melanie Perkins is an Australian founder and CEO of Canva, a design software which was valued at over \$19B USD in late 2022. Canva was founded by her, along with Cliff Obrecht and Cameron Adams in 2012. They initially faced doubts from investors due to Australia's lack of connection and distance to the tech startup birthplace - Silicon Valley. **HOWEVER, EVEN WITH SUCH DOUBT CANVA BECAME A UNICORN STARTUP**

A UNICORN STARTUP IS A COMPANY WHICH IS NOT PUBLICLY LISTED, VALUED OVER \$1B USD, AND HAS BEEN OPERATING FOR AT LEAST 10 YEARS.

For context, Canva achieved \$1B USD in just five years of operation. Only 14% of this startup type are founded by at least one female as of 2021. Currently, Canva has continued its growth journey and the platform is now offered in over 100 languages to 125 million users across 190 countries.



Perkins came from humble beginnings and was born in Perth, Western Australia. Here, she undertook a Bachelor of Arts and Commerce at the University of Western Australia with majors in communications, marketing and management, which she did not complete. Just a short time into her degree in 2007, Perkins successfully founded her first company, Fusion Books, a cloud based design system to create yearbooks which remains in operation.

In an interview with Time Magazine, Perkins explained her two step plan for success:

- 1 To create one of the world's most valuable companies
- 2 Create as much good in the world as possible

For the second step, Canva has always aimed to keep accessibility at the core of its business structure, hence its 'freemium' accessibility. Perkins has said that:

“

IF THE WHOLE THING WAS ABOUT BUILDING WEALTH, THAT WOULD BE THE MOST UNINSPIRING THING I COULD POSSIBLY IMAGINE.

”



People all over the world can access the site to build resume templates, brochures, and flyers to help them kickstart their goals. Whether it is an aesthetically curated Instagram story or a resume, Canva is designed to help individuals put their best foot forward.

It is Perkins' goal to create value in the world which is why we chose to highlight her success in this publication; she embodies leading with purpose. One might not have thought that a design platform could create such utility. However, it is ultimately Perkins' commitment that continues to maximise its value. She continues to embody her passion and beliefs, as seen in her pledge to transfer 80% of her stake in Canva to charitable causes. Perkins' ability to break through and dominate a male dominated industry and maintain her passion and vision is an inspiration to all.

CAPITAL W aims to foster and inspire the

next generation of female leaders, and we hope Melanie's story inspires you to think of the purpose behind your actions and how that can be used to create change.



PURPOSE-DRIVEN LEADERSHIP: HOW TO ALIGN YOUR CAREER GOALS WITH YOUR VALUES

By: Dami Taiwo (Publications Subcommittee)

What would you do for a million dollars? I believe everyone has been asked that question at least once. It is often followed with this idea that having a successful career (whatever that may mean to you) requires a significant compromise of personal values. Many people believe that sticking to personal values and advancing your career are on two opposite ends of the spectrum. However, this is completely inaccurate. Look no further, as the Capital W publications team presents: A guide to aligning your career goals with your values.

Tip #1 Identify Your Non-Negotiables and Communicate These With Others

Everyone holds a lot of beliefs but we all have specific non-negotiables. When planning out your career, it is crucial to identify what they are.

An effective way of expressing this to others is communicating your values through your words and, more importantly, through your actions. You could communicate these values during interviews, in cover letters, and even while networking. If they are really important to you, then you shouldn't be ashamed of letting people know what you stand for.

Tip #2 Networking and Mentorship

The people you surround yourself with greatly impact your personal and career growth. A good way to get a better understanding of the industry you want to work in is through other people. Seeing people in your chosen fields moving forward in their careers while sticking with their personal values can be very motivational. It's also important to have people around who have your best interests at heart and who will call you out when they see you slipping up.



Tip #3 Seek and Create Opportunities that Align With Your Values

When researching career opportunities, look for positions and organisations that align with your non-negotiables. Put yourself in situations where you're likely to meet others who share these values and are in your industry. You can do this by attending talks, conferences, etc. For example, if sustainability is really important to you, attend climate talks and conferences to seek out opportunities in that sphere.

It's still important to know sometimes it might be hard to find a job that aligns with you and that's where creating your opportunities comes in. Here, research is key. Always remember the cheesy saying that goes, 'no one said it would be easy, but it'll definitely be worth it.'

The Art of Deliberate Emotions: Unlocking the Power of Emotional Intelligence in Leadership

Being a strong leader entails more than technical skill and expertise, it also encompasses emotional intelligence (EI) in communications, decision making, and team building. Throughout the world, we have seen inspiring women utilise their EI alongside their technical skills and expertise to deliver world-leading outcomes. As we embark on our professional journeys, it is essential to recognise the significance of EI and cultivate it to become impactful leaders.

EI is the ability to recognise, understand, and manage one's own emotions, as well as to perceive and influence the emotions of others. While technical knowledge and experience are undoubtedly crucial in the workforce, it is EI that sets exceptional leaders apart.

Skills to Harnessing Emotional Intelligence

Empathy

Leaders who demonstrate empathy can effectively create a positive and supportive work environment for everyone across varied levels. In doing so, these leaders demonstrate their ability to actively listen, value differing perspectives, and consider others' emotions, thus building strong connections with team members and gaining trust and respect.

Effective Communication

EI enables leaders to communicate effectively and with sensitivity, adapting communication styles to suit differing needs, and providing clear instructions, constructive feedback, and recognition. This allows leaders to convey visions, inspire enthusiasm, and motivate teams to achieve common goals.



Conflict Resolution

Conflict is inevitable in any workplace, but leaders with high EI have the ability to handle conflicts tactfully. They can address disagreements and resolve issues while maintaining respect and preserving relationships. By approaching conflicts with empathy, active listening, and a focus on finding win-win solutions, leaders can turn conflicts into opportunities for growth and teamwork.

As the workforce continues to evolve, EI has become an indispensable quality for effective leadership. Leaders who prioritise EI assist in creating an environment where employees feel valued, supported, and motivated. By practising the above skills, you can implement these to demonstrate leadership abilities beyond expertise and talent. For up-and-coming leaders, EI is imperative to set us apart from other competitive candidates.

By Zoe Petridis
(Publications Subcommittee)

By Alia Shaikh and Harriet Vitek
(Publications Co-Directors)

BALANCING WORK AND LIFE

Strategies for Success in a Fast-Paced Career

I've always envisioned a fast-paced career and have set my sights on reaching great heights. If you're reading this, maybe you have as well. I have a clear goal coupled with a strong sense of purpose. However, I can't help but worry about the possibility of burning out along the way.

How does one avoid exhaustion when they find themselves working incredibly long hours in the initial stages? It seems like it is the norm for everyone to work tireless hours at the start of their careers, pushing and pushing until they reach their desired destination or retirement.

But what if that's not what we want? I don't believe it's reasonable to sacrifice our twenties and thirties toiling away without a proper sleep schedule, neglecting our families and friends, and relying solely on colleagues for social interaction. So, without further ado, here's a collection of strategies and tips on how to not only succeed, but also find purpose in a fast-paced career.

The main thing as we move through university is to take on subcommittee roles, then director roles, or even higher roles while perhaps managing a paid job. Through this, we see how life just gets busier and busier. It's important to note if you do have high aspirations, it's in your benefit to put in mechanisms to cope, to guide you through the rest of your life. If you are already exhausted yet still trying to the detriment of your health, right now is the time to put in the effort to alter your current system to ensure you make it to your goals in the future without burning out.

General Tips

First of all, one should know where their limit is and *when* living life in the fast lane begins to affect other aspects of their life. The cracks in your life or health will be apparent to you- what those cracks depends on your body. The solution to keeping yourself healthy while succeeding should be apparent following self-reflection. It may sound frivolous but it's a necessity. This can be going to the gym, therapy, or journal writing; it varies on you and what you know you need. Mindfulness of yourself is vital to ensure you succeed in the fast lane.

Balancing Work

Define Your Boundaries:

- Set clear boundaries between work and personal life.
- Establish specific times for work and leisure, and honour those boundaries as much as possible.

Schedule Breaks:

- Incorporate short breaks into your workday to relax and recharge.
- Stepping away from your desk can increase productivity and prevent burnout.

Play to Your Strengths:

- Learn to delegate tasks and collaborate with colleagues, all of you are in the same boat. Helping each other will make you go further.
- Don't hesitate to seek support when needed, as teamwork can lighten the workload and foster a more balanced work environment.

Seek Efficiency:

- Optimise your workflow by identifying time-consuming tasks or processes and finding ways to streamline or automate them.
- This can create more time for meaningful work and personal pursuits.

Communicate Openly:

- Maintain open communication with your superiors and colleagues. Be honest about your workload, concerns, and the need for work-life balance.
- Together, you can find solutions and support each other.

Remember, finding balance in a fast-paced career is an ongoing journey. It requires self-awareness, continuous evaluation, and adjustments along the way. By prioritising your well-being, maintaining meaningful relationships, and pursuing personal interests, you can successfully live life in the fast lane while enjoying the benefits that come with such a high-powered lifestyle.

Balancing Life and Relationships

How to Balance Life:

- Prioritise quality time with loved ones and make a conscious effort to maintain and strengthen personal relationships outside of work.
- Plan activities and outings that allow you to connect and unwind together.

Make Time for Hobbies and Interests:

- Engage in activities that bring you joy and fulfilment outside of work.
- Dedicate time to pursue hobbies, whether it's reading, painting, playing sports, or anything that brings you happiness and relaxation.

Disconnect and Unplug:

- Create boundaries between work and personal life by disconnecting from work-related devices and notifications during designated personal time.
- This allows you to fully immerse yourself in activities outside of work.

Cultivate a Supportive Network:

- Surround yourself with friends and mentors who understand and support your career aspirations.
- They can provide encouragement, advice, and a sense of community beyond the workplace.

Practice Mindfulness:

- Incorporate mindfulness techniques into your routine to reduce stress and improve overall well-being.
- Whether through meditation, deep breathing exercises, or other mindfulness practices, take moments to centre yourself and find balance amidst the chaos.



Micro-Actions for Macro Change

How You Can Take Initiative to Drive Change

By: Roba Goreishi (Publications Subcommittee)

Transitioning from an all-girls school to a mixed-gender tutoring environment brought forth a new experience for me during my high school years. In this unfamiliar setting, I struggled to have my voice heard and gain attention when answering questions. It became evident when my answers went unnoticed, only to be acknowledged and praised when a male student echoed the same response. Recognising this unintended oversight was a pivotal moment for me as a young girl, as I began to observe the many micro-imbalances overlooked in the day-to-day lives of women.

While seemingly insignificant, this example highlights the daily challenges women face and the need to address such imbalances. By understanding the underlying behaviours that generate such situations, we can empower ourselves to drive change in our surroundings.

Leaving Loud

An example of a micro-action that combats an often stigmatised behaviour is that of women 'leaving loud'. By making the conscious decision to leave the workplace openly, such as to pick up their kids from school, women reclaim their identities without feeling the need to justify their choices. This challenges outdated expectations and fosters an environment of acceptance and equality.

Interrupting Interruptions

Male allies can play a vital role in promoting the voices of women. In discussions where a woman's contribution is overlooked or unheard, allies can use their own voices to advocate on her behalf. By speaking up to say, "I'd like to hear what she has to say", or similar statements of this calibre, allies demonstrate their commitment to inclusivity, and ensure that everyone's perspectives are valued. This also generates a moment of reflection for those overlooking female voices at the table.

Challenging Bias

Micro-actions can be taken to address gender bias and inequality in professional and educational settings. For instance, when confronted with sexist or offensive comments, a simple act like asking the person to repeat themselves can have a powerful impact. This action creates a moment of silence, forcing the individual to confront the nature of their words in front of others. It empowers women to assert their worth and refuse to accept derogatory treatment that has often been normalised.

Ultimately, it is our responsibility as individuals to demonstrate purposeful leadership by challenging the status quo, thus driving meaningful change in our surroundings.

Consulting



Overview

The consulting industry is primarily focused on problem-solving and offering solutions to problems clients face that would be too burdensome for internal staff to handle.

Management consulting is a division of consulting that specialises in providing advice to help an organisation achieve their strategic goals. This division is set to experience high levels of growth due to ever-changing business models.

Students wishing to pursue a career in consulting are advised to engage in case competitions to practice and showcase their problem-solving and communication skills. Entry-level careers begin at an analyst or associate level

The consulting industry offers a diverse career path as the nature of clients and engagements vary immensely. Furthermore, consulting experience is greatly valued amongst other industries as it demonstrates strong verbal and written communication skills as well as a heightened ability to work in a team

Companies in this industry

BAIN
& COMPANY



ICA Partners



LEK

KEARNEY



OC&C
Strategy consultants

Trading

Overview

The task of trading involves the buying and selling of securities such as stocks, currencies, and bonds. A career in trading is challenging and requires a high level of rigour and mathematical precision.

Roles in this industry are usually found in trading or financial services firms as trading expertise assists these companies in advising clients on their financial positions. Business operations involve analysing market movements using indicators of stock supply and demand and pinpointing opportunities to make profitable trades.

Students wishing to pursue a career in this industry are advised to look to organisations such as investment banks, asset management companies, hedge funds, and other financial services firms. Furthermore, ensure that you are aware of the technical skills required for trading roles, as pre-employment mathematical tests are common.



Companies in this industry

Optiver 

Professional Services



Overview

Professional services firms garner knowledge and expertise from a wide variety of industries to deliver all-rounded services to firms. The largest professional services firms are known as the 'Big 4' and include KPMG, PwC, Deloitte, and EY. These firms originated in the accounting industry but have since expanded to include corporate finance, legal, tax, consulting services, and more. Thus, a career in a professional services firm enables great flexibility and experience in different fields.

Professional services firms are also reputable in managing their human resources, providing excellent on-the-job training and development, career progression opportunities, and a flexible work-life balance. They also provide a large number of opportunities for students to experience and ask questions about working at the firm prior to graduation so keep an eye out for those!

Companies in this industry



Financial Services

Overview

Financial services firms perform a range of financial services for clients including corporations, individuals, and households. The diversity in this industry is evident through the range of different services such as lending, real estate, retail and institutional banking, and more. Generally, the three specific types of financial services are personal, consumer, and corporate. Personal finance looks at an individual's saving and budgeting methods and explores them through the help of retail banks. Consumer finance focuses on longer-term savings and payments, consisting of financial services firms that offer credit card services and mortgage facilities. Finally, corporate finance concerns increasing sources of funding for a range of corporations of different sizes, including start-ups and other business ventures.



Asset & Management

Overview



Asset Management refers to the development and trade of assets in cost-effective and efficient methods. Students seeking to become involved in asset management will work with Portfolio Managers and other asset management professionals as they learn about clever investment and the development of financial portfolios for high-calibre client bases.

Wealth Management services, rather, are concerned with helping clients who require specialised assistance with managing high levels of funds, and subsequent advice on how they may increase their wealth. Professionals in this industry develop financial plans for their clients, provide assistance in managing funds, and advisory on assets.

Investment Banking



Overview

The Investment Banking industry is diverse, exciting, and complex. It is a specific division of banking concerning the creation of capital for corporations, government clients, and other entities. Investment banking firms assist their clients in negotiating and managing large projects, facilitating efficiency throughout the process, saving time and money for their clients, and identifying and mitigating relevant risks at each stage of a deal. Thus, employees at investment banks will provide specialised advice on how institutions can best plan their future development, and utilise their skills to tailor recommendations based on the performance of global markets.

It contributes significantly to the ability of companies to maintain operations through the following forms:

Mergers & Acquisitions (M&A): Investment banking firms are advisors to buyers and sellers of businesses, utilising their relationships and skills to negotiate and close technical deals on their client's behalf.

Sales & Trading: Investment banks offering sales & trading services help match buyers and sellers of securities across the secondary market.

Underwriting: Underwriting concerns the process of raising capital for companies, government clients, and other institutions from investors in the equity or debt capital market.

Companies in this industry



Houlihan Lokey



Deutsche Bank

Goldman Sachs

J.P.Morgan



UBS

Tech, Data & Telecomm



Overview

Technology, data, and telecommunications are industries experiencing rapid growth, particularly with current focuses on innovation in business. Firms in these industries provide services including;

Technology: Technology firms offer a dynamic range of services and products for businesses and customers to assist with their technological advancement. For businesses, technology firms assist with servicing and providing products including enterprise systems, logistics systems, and database protection platforms. Furthermore, the technology sector provides critical information and innovative advisory that allow companies and consumers to make strategic and comprehensive decisions.

Telecommunications: Students who pursue internship and graduate opportunities in telecommunications organisations will range in roles within these firms such as engineering, human resources, ICT, and network. Telecommunications organisations centrally maintain and provide access to facilities that transmit voice, data, text, sound, and video over wire, cable, wireless, and satellite networks. Ultimately, these firms are crucial to the management of information and mobile communication for businesses and consumers.

Data: Organisations in this sector provide data and analytics services that help clients manage business insights, and analyse large amounts of data to uncover hidden patterns. These services fundamentally allow businesses to unlock value using data, ranging from lower costs, increased efficiency in decision-making processes, and innovative ways of marketing new products and services.



Career Accelerator @ UNSW Business School



Career Accelerator is your one-stop shop for career development opportunities & experiences exclusive to UNSW Business School students.

Explore our range of experiences and opportunities designed to enhance your professional skills in line with your studies, goals, and interests!



Internships

Internships are available for you on the COMM2222 & COMM5022 dashboards!



Mentoring

- Career Mentoring Program
- Alumni Leaders Program
- Women in Business Program



Workshops & Events

- Business Insights
- Community Wednesday's
- O - Week Orientation



Business Experience

Free co-curricular business experience with real clients and projects.



Global Experiences

Global Practicums COMM3020 & COMM5020.



Academic Support

- Learning Consultations
- Free Excel Certification



Free AI Resources

- Resume Checker
- LinkedIn Checker
- Mock interviews



PASS Classes

Free and run weekly for Business School Students!



Gain confidence & networking skills

Connects with industry partners and peers!

Fast-track your career with Career Accelerator!

Explore our website to find out more →



CAREER
ACCELERATOR

Introducing Sabine King

You often don't begin your career in a leadership role, what are tips to grow into a leadership role?

You can start being a leader well before you start your first job after university. Recognize that leadership is a journey that requires continuous improvement and development, and learning doesn't stop once you have the title.

If you are looking to climb the corporate ladder, seek opportunities in your team that allow additional responsibilities.

Offer to lead projects, initiatives, mentor junior colleagues, or coordinate team activities to demonstrate leadership potential proactively.

To learn what to do and what not to do is to learn from experienced leaders around you.

Pay attention to:

- Communication styles
- Decision-making processes
- How they handle challenging situations

Also, seek a mentor to provide guidance, while building strong relationships with your colleagues, peers, and superiors, through collaboration and being a team player. Your network provides valuable connections and opportunities.

Seek, embrace and use the power of feedback as an opportunity to grow. Work on those areas and join seminars, online courses, and such to gain skills and demonstrate improvement.

Remember, leadership is not just about a job title but about how you approach your work and interact with others. By continuously seeking growth opportunities, developing your skills, and demonstrating leadership potential, you can position yourself for future leadership roles.



Sabine King is Career Accelerator's Engagement Manager and gave an incredibly insightful response that is relevant to UNSW students who want to lead.

What are the top three qualities defining successful leadership, and how do you cultivate them?

① **Clear and inspiring vision of the future**

- *To provide direction, purpose, and motivate the team to achieve it together.*
- Team strategy workshops to develop a shared vision.
- Team members contributing to the vision for it to be truly shared.
- Using storytelling to convey my vision effectively.

② **Emotional intelligence**

- *To achieve outcomes you need to be able to navigate interpersonal relationships, and their emotions as well as yours.*
- Self-reflection and self-awareness exercises
- Listening and understanding first.

Leadership is not just about a job title.

③ **Integrity**

- *Transparency and to be held accountable.*
- Fostering a supportive environment through open and honest communication.
- Encouraging a culture of accountability with autonomy.

How do you see the role of women in leadership evolving in the coming years, and what steps is your organisation taking to support this evolution?

The role of women in leadership has undoubtedly seen progress, but there is still work to be done.

Recognising the importance of gender diversity in leadership positions is a crucial step, as it brings varied perspectives, fosters innovation, and enhances decision-making processes.

However, different industries have varying levels of progress, with some leading the way and others needing more improvement.

It is not uncommon for organisations to have a balanced workforce in lower and middle management, but significant underrepresentation of women in senior roles. This raises the question: why does this disparity exist, and what needs to change? Achieving a shift requires addressing multiple factors, some of which are within the control of organisations, and others that necessitate changes in cultural norms, societal expectations, and government policies.

For instance, cultural norms often place the burden of caregiving on women, making them feel compelled to choose between career advancement and starting a family.

Maternity leave policies, while improved, often fall short in providing adequate support beyond the initial months. However, the introduction of parental leave, which allows male partners to take time off, has started to level the playing field. This shift has resulted in new perspectives and a deeper appreciation for the challenges faced by women in balancing work and family responsibilities.

UNSW has exceptional parental leave policies and flexible work arrangements for all staff. These initiatives support women in managing their personal and professional lives effectively.

Moreover, UNSW has implemented gender equity policies and set targets to increase women's representation in leadership positions. Additionally, the university offers tailored leadership development programs designed to enhance skills, confidence, and networks specifically for women. These programs provide invaluable opportunities for mentorship, knowledge sharing, and peer support, creating a community that empowers and uplifts women in their pursuit of leadership roles.

While progress is being made, continued efforts from organisations, governments, and society as a whole are essential to further advance women in leadership and create a more equitable landscape for all.



UNSW
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Journey To The Top With Courtney Wright

From folding jeans to catching stingrays to Director at UNSW

By Winnie Yip, Engagement Officer at Career Accelerator

In 2000, Courtney Wright started her first 'real' job at GAP Clothing, during her first year of university in Canada folding clothes, greeting customers, and organising stock. She developed her communication, organisational and customer service skills in this Sales Consultant role; a role very common amongst university students nowadays. In her BCom (Entrepreneurship major) she completed two Work Integrated Learning (WIL) courses and did an exchange to Japan.

After university, Courtney moved from selling jeans to catching stingrays for tourists back home in the Cayman Islands, to her first 'grown-up job' in HR at PwC, and then working in recruitment in Scotland. She now works with Senior Leadership Teams across UNSW as the Director of Career Accelerator and Student Engagement at UNSW Business School.

Courtney is driven, creative, and a catalyst, and it is no wonder that she took on so many roles to see the world, help incite change in small and global businesses, and remain committed to delivering excellence wherever she worked.

"Finding that passion, an area I can make a difference, and also building people skills is something that I love," she says. "I also really love building new things or breaking them and building them even better".

From her well-established global work experiences, Courtney has transferred several of those skills to roles in Sydney, firstly working in recruitment at BDO, and then moving into the student world in higher education at UTS: Careers, becoming their first Alumni Career Coach and later, Business Development Manager.

Courtney describes herself as both an authentic and a transformational leader, and in her current role, her priority is leading a large team in the design and operationalisation of career development, work-integrated learning, and student engagement strategies.



The Career Accelerator team's goal is to ensure that all students are highly employable. "I want to build something that is accessible to all students and have career development be as enjoyable as possible", she explains.

Equity, Diversity, and Inclusion (EDI) are important to Courtney, and she is also responsible for identifying and delivering innovative, relevant, and timely equity initiatives to support UNSW and their students, as the Deputy Chair of the faculty's EDI Committee.

Having travelled and worked in such diverse places and industries, Courtney knows how important it is to know your strengths. She emphasises, "All experiences are good experiences. Go and try new things. Meet new people. Be interested. You will learn something".

Courtney believes that every experience that our students have will support their career exploration, deciding whether they like it or not, and help them narrow down the careers they wish to pursue.

MEET COMMONWEALTH BANK'S

ZAAHIRA SALLEH



What is your role at Commonwealth Bank?

I work in the Climate Strategy and Commitments team, where we are responsible for defining the environmental aspects of CBA's E&S Framework and Policy and Strategy, developing external climate-related reporting (including appropriate governance and review by Management and the Board), and delivering climate scenario analysis (and supporting the business in incorporating insights). My role specifically looks after CBA's E&S Framework and Policy as well as the governance of E&S activities.

This year's theme is 'Lead with Purpose'. Can you tell us what this means to you?

I believe that we lead with purpose when we are our best selves and we are most fulfilled when we bring our whole selves in to work (and life). In the context of work, I think we all want to do the best job that we can, and caring directly and honestly for each other is an important enabler of this. Caring for colleagues is what I always focus on in my interactions and how I operate at work.

What is something about Commonwealth Bank that has surprised you?

How genuine people are with helping each other out - everyone is busy, and have their own priorities however they always find time to help where they can. It is a great culture to work in and I pay it forward where I can too.

What advice would you give to someone who wants to improve their leadership skills but struggles with self-doubt?

I think a lot of people at all levels struggle with this so it is important to remember that you are not alone in feeling this way.

When I get flashes of self-doubt, I remind myself of my value - that there will not be one other person who has the same combination of exact set of skills and strengths that I bring.

You often don't begin your career in a leadership role, what tips would you give to someone that wants to grow into a role with leadership responsibilities?

A great advice I received on this early on in my career is to always go the extra mile in your current role and volunteer for stretch goals/opportunities. It is always the opportunities that will develop you in surprising ways and may lead you a step closer to your leadership role. Also great work and attitude do not go unnoticed!

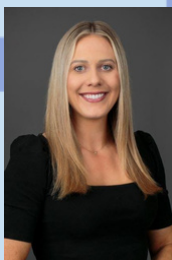
Creating purpose does not necessarily need to be within your career, how do you find purpose in other aspects of life?

As cliché as it may sound, if something sparks joy in me (and you will know it when it does) - it gives me a good hint that I'm getting warmer to discovering my purpose. I apply this approach to all aspects of my life and have found that it helps me sift through the noise and distractions.

Meet Alix Kennedy from Deutsche Bank



Deutsche Bank



What is your role at Deutsche Bank?

I joined Deutsche Bank in 2016 as part of the Graduate Programme. I started in the Compliance team given my combined Finance and Legal background and from there I moved into the Global Markets division.

Two years ago I moved into my current role in Australian Dollar Syndicate Advisory and Origination for the Debt Capital Markets business, which sits within Investment Banking. This means I am responsible for the execution of new bond issuances, where a government, corporate, bank, or supranational issues a new AUD bond in order to raise money. These funds can be for ordinary business purposes or specifically to fund particular projects. For example, this week I executed a Climate Adaptation Bond for an Asian Supranational which means the proceeds will be used for reducing carbon emissions in Asia. It is a fast-paced, meaningful, and dynamic role.

This year's theme is 'Lead with Purpose'. Can you tell us what this means to you?

I think you can only lead with purpose if you truly believe in what you are doing and the team you have. This has a profound effect on the people around you, as you are leading by example and empowering your team to perform their best.

What is something about Deutsche Bank that has surprised you?

The incredible balance of work ethic, intelligence, and personality of my colleagues. I have met the hardest working and smartest people at Deutsche Bank who know when it is time to focus but are also able to have a lot of fun, which is so important in a high-pressure and long-hours environment.

Vice President
Investment Bank - Origination & Advisory

How do you see the role of women in leadership evolving in the coming years, and what steps is your organisation taking to support this evolution?

I see women changing the model of leadership for the better. I believe women can make leadership more dynamic, flexible, inclusive, and thoughtful. Rather than adopting the traditional male models of leadership, I think it's important that women embrace their own styles and priorities in order to open up new paths. This will be very impactful for younger women and give them confidence that they can be a leader too. Deutsche Bank has designed talent development programs for future leaders to accelerate their readiness to take on bigger and broader roles under the career acceleration and leadership development programs.

What is something you would like to be doing in the future and how do you see yourself reaching that goal?

I would like to be in a senior management role in the industry and also have a family, which may seem straightforward, but there are still barriers for women in balancing both. In order to get there, I will need the support of my workplace, partner, and self-belief. I know retaining senior women is a priority for Deutsche Bank and I am hopeful they will support me to make it happen.

What advice would you give to someone who wants to improve their leadership skills but struggles with self-doubt?

I can completely relate to struggling with self-doubt and think that is sometimes an unavoidable part of life, particularly in our industry where we are surrounded by the smartest and hardest-working people. I have found two strategies helpful. Firstly, leveraging mentors, especially those with a different perspective (for me, this was a senior male leader with a more forward and confident approach). Secondly, it helps to reflect on your past achievements / track record and remind yourself of how far you have come.

AN INTERVIEW WITH TINA WANG

Goldman
Sachs



Associate in Interest Rate Sales

What is your role at Goldman Sachs?

Tina is a graduate hire from UNSW. As an Associate, Tina works on the Interest Rates Sales team in Goldman Sachs' FICC and Equities business. This involves managing relationships with institutional clients, advising them on interest rate products and trade ideas, and executing trades on their behalf.

What does the theme 'Lead with Purpose' mean to you?

Tina sees a leader as someone who not only has a purpose to serve their own self-progression but also to inspire others. A leader lead by actions as they contribute to the team and service clients, achievements for their team and clients, while maintaining integrity, empathy, and thoughtfulness in every decision they make.

How has Goldman Sachs surprised you?

Tina spoke about changing perspectives upon joining Goldman Sachs. She was incredibly impressed by the cross-division collaboration and the emphasis on One Goldman Sachs, which is the operating ethos of the firm.

What advice would you give to someone who wants to improve their leadership skills and grow into a role with leadership responsibilities, especially if they struggle with self-doubt or are not starting their career in a leadership position?

1. **Address your self-doubt.** Don't run away. Instead, look at yourself with a bird's eye perspective.
2. **Bite the bullet.** Push yourself to go for opportunities even if you feel underprepared, as long as you know that you have put in the work.
3. **Give yourself advice as you would for a friend.** This will give yourself more of a kick, as "you miss 100% of the shots you don't take."
4. **Learn a lesson if you lose out.** People will see your ambition and notice you for future opportunities. Even if you fail, you have increased your visibility to others and be sure to take away valuable lessons for next time.

How does Goldman Sachs empower and support female leadership?

Tina highlighted the importance of having women with different seniorities within a company. Also, women perform incredibly well under pressure and are great at considering problems from different perspectives.

Tina represents Goldman Sachs on the board of the JWIM (Junior Women in Market program), where Goldman Sachs and other banks connect women and promote mentoring and networking opportunities. Tina says that all the women in the office look out for each other and that it's an incredibly supportive community.

How do you see the role of women in leadership evolving in the coming years, and what steps is your organisation taking to support this evolution?

Tina finds that the role of women in the finance industry is continuously growing, as women with the appropriate skill sets are highly sought after. Goldman Sachs is taking steps to keep women in the workforce and support their career progression through initiatives such as the Women's Career Strategies Initiative, which provides skills development and leadership training for high potential Associate women on the pathway to Vice President, Vice President Sponsor Program, which aims to enhance career development and profile and the Women's Trader Academy, which provides students with experience on the trading floor and connection to the team.

Creating purpose does not necessarily need to be within your career, how do you find purpose in other aspects of life?

Tina believes that a job should not occupy the entirety of one's life. She views her career as a "rubber ball", something that one can pick up and bounce back, while family is a "glass ball", something that cannot be easily repaired when damage occurs. As such, Tina puts family first, and enjoys spending time with her family. Tina believes that finding purpose outside of work is important towards gaining a greater perspective on her career.

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Sydney:

- August 1, 2023 at 12:00pm AEST

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AN INTERVIEW WITH LAUREN JONES



What is your role at OC&C Strategy Consultants?

I am a generalist Consultant and have been with the firm for 3 years, with experience working across the range of industries that we cover.

This year's theme is 'Lead with Purpose'. can you tell us what this means to you?

For me, 'leading with purpose' is having a clear set of values and sticking to them. Being consistent in the way you interact with a team and the type of work you do; being clear about what you stand for.

What has surprised you about OC&C Strategy Consultants?

How passionate people at OC&C are! Working here feels like a group project in school, except everyone wants to be here and cares about the outcome. We cover such a broad range of industries yet you will always find someone who is passionate about the topic, whether that is fashion to waste management (the latter is surprisingly interesting!).

What advice would you give to someone who wants to improve their leadership skills but struggles with self-doubt?

As someone who struggles with self-doubt constantly, I would first say you are not alone. More people are faking confidence than you think!

The best advice I was given is "separate the doubt in your ability to do the action, from the doubt in your ability to learn how to do the action." You may not know whether you have the right approach initially, but you know you can figure out the right approach (even if that is doing the wrong thing first to rule it out).

Also use the support of the people around you – leadership isn't doing it yourself, it's finding the people who can do it and guiding them.

What is your leadership experience? How do you inspire your team?

In my role, I often lead small teams of 2-3 people. This allows for a personalised approach to leadership. I think it is important to understand people's motivations. Do they love the job or is it just a source of income? Are they passionate about the topic, or just enjoy the process of problem solving? This helps you figure out together what tasks will engage them so they can shine.

I also think it is important to hear their opinions before you voice your own. Allowing them to discover their thoughts in a non-judgemental environment leads to more creativity, and you often learn something too.

Creating purpose does not necessarily need to be within your career, how do you find purpose in other aspects of life?

Both in and outside of work I love learning. Whether that is learning a language, learning to dance, learning to crochet, learning to roller blade. I am enthusiastic about trying new things and the more I try, the more I discover what I enjoy, what motivates me, and what motivates others.

“

"You are not alone. More people are faking confidence than you think!"

”



Meet our Software Developer

Vicky Wu

What is your role at Optiver?

Optiver is a market-making firm and I'm in the Korea market-facing team, where we aim to improve our performance and execution across the Korean markets.

This year's theme is 'Lead with Purpose'. Can you tell us what this means to you?

When placed in a leadership position, it's easy to get distracted by the responsibility of making important decisions, and managing expectations and resources. Leadership is not only about driving change and impact, but also fostering a healthy culture in the team and inspiring others to be as passionate as you are in achieving the team's goals. I'm a firm believer of leadership being strongly connected to both communication and teamwork - it's the role of a leader to ensure that the entire team works together cohesively towards a common purpose.

What is something about Optiver that has surprised you?

The opportunity for anyone to step into a leadership role and take on additional responsibility. Due to the flat hierarchical structure within the company, all employees are encouraged to step up and take ownership of projects. During my time at Optiver, I've been able to collaborate with a variety of stakeholders across the business in driving purposeful improvements to our trading stack.

What is something you would like to be doing in the future and how do you see yourself reaching that goal?

I'd love to be leading new initiatives both work-related and outside of work. I have various personal project ideas and would love to lead a team to make these ideas a reality. To achieve this, I've put in time to research and learn about related products and emerging technologies to gain confidence in leading my own project.

What advice would you give to someone who wants to improve their leadership skills but struggles with self-doubt?

Just be confident! Trust in your experience and the decisions you have made. I'm sure as a leader those decisions have been well thought through, so believe in yourself. It's also useful to remember that even though you might be in a leadership position, you are leading a team and have the team to support you as well. Bounce ideas off them and this will help build confidence in how you lead.

How do you see the role of women in leadership evolving in the coming years, and what steps is your organisation taking to support this evolution?

It's amazing to see more women rise up to take on leadership positions in recent years. Optiver strongly advocates for women in leadership and we sponsor both the Girls in Tech Australia and Grace Hopper. Within the company, we have a strong support network for women with various social events and a DEI committee to help run external training, such as Women in Leadership and Outspoken Women.





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Our best work is done together

At the heart of our collaborative culture, is our drive to continuously improve. You're given significant responsibility early on and encouraged to challenge your thinking from the day you start.

Potential over expertise

Our high-performance environment means you'll be surrounded by best-in-class colleagues with a passion for problem-solving. Yet, our intentionally flat and informal culture allows us to remain down-to-earth and approachable.

We're always curious and eager to learn. In fact, the more complex or niche a subject, the more likely we'll want to understand it from the inside out.

We look for the **strongest academic minds**, combined with a **motivation to succeed**. You could have a degree as diverse as Mathematics, Actuarial, Computer Science, Physics, Engineering or even Philosophy.

And because we recruit problem solvers from all degrees and backgrounds – no prior industry knowledge is required.

Global Academy

You bring the passion, we bring the training.

At Optiver, we invest in your future from day one. Our global training program, the Optiver Academy, is designed to equip all new trading-related graduates with the knowledge needed to make an impact in their role.

This means that all new traders, researchers and market risk analysts will kickstart the first four weeks of their training program in our head office in Amsterdam, alongside global peers.





Our programs

Graduate

Kickstart your learning in our industry-leading training program. Through a combination of lectures, simulation training and rotational development, our full-time training courses are designed to set you up for success. Put your knowledge into practice and work on impactful projects that deliver immediate impact.

Eligible for students graduating in 2023 or have recently graduated.

Internship

Gain 10 to 12 weeks of learning experience in our in-house training program. From theoretical lectures on trading fundamentals to working on projects that contribute towards our ever-evolving strategies, your summer of exponential growth could start today.

Eligible for students graduating in 2024 and onwards.

FutureFocus

From shadowing a trader to exploring the impact you could make as an engineer in the world of trading, our insight program introduces you to the complex problems that we solve every day. Applications open mid-year.

Eligible for students graduating in 2025 and onwards.

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Trading

Immerse yourself in Optiver's dynamic trading floor. Work on complex algorithms and continuously optimise our trading strategies to accurately price the thousands of instruments we trade. In an industry where challenges arise by the nanosecond, we value quick, yet informed, decision-making. You'll get to collaborate with the industry's best to make a direct impact on global financial markets.

Technology

Tech isn't just a component of Optiver's business – it drives everything that we do. Work alongside some of the world's brightest to build and maintain industry-leading trading systems.

Research

Put your brilliant quantitative skills to the test and create innovative strategies that improve our trading systems. You'll deep dive into the fundamentals of Optiver's complex systems and learn how this theory translates into practice.

Risk

Working with a collaborative team, you'll monitor trading positions daily to ensure they are within our risk limits. You'll be hands-on from day one in this truly dynamic role.

Scan the QR code to find out more about our programs, culture and benefits.



Graduates



Internships

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An Interview With Pinnacle Peta Thomson



What is your role at Pinnacle?

Pinnacle provides specialist investment managers with fund infrastructure and support services, such as distribution, marketing, and administration, to enable them to focus on delivering investment excellence.

This support includes communications strategy and execution for the 15 affiliate investment managers. And that is where my role sits - content writing, editorial support, digital content management in the context of the brand positioning, and style and needs of a number of different investment management teams. My role is part-time.

This year's theme is 'Lead with Purpose'. Can you tell us what this means to you?

To me, to 'Lead with Purpose' is to remember why you are leading / where you are leading in the first place. Regardless of industry or sector, it's important to keep your attention on the purpose of your work. When you Lead with Purpose, your actions each day, both the minutiae and the strategic, collectively lead to the positive momentum of service to your clients.

At Pinnacle our purpose is 'to enable better lives through investment excellence', this puts our clients at the centre of what we do, of how we lead but it also encompasses more than that across our people, investors and community.

What is something about Pinnacle that has surprised you?

Pinnacle is well known for the disciplined and thorough approach used when evaluating investment managers. For the few that do become affiliates, the Pinnacle business model allows them to focus on delivering investment excellence.

I've found that Pinnacle is just as focused on employing the right people into the business. There is a good deal of difference, there's not much 'sameness'. The business has an excellent team, there's a reciprocal level of trust, and people are empowered and given the autonomy to get on with what they were employed to do.

What advice would you give to someone who wants to improve their leadership skills but struggles with self-doubt?

Some thoughts I have here:

1. Work in a business where there is a good leadership team. Watch and learn and think about your own style. Be prepared to move if you need to.
2. Find yourself a good mentor. A mentor can be someone from inside your company or externally. This person can be a sounding board as your career develops.
3. Keep learning. Continue your education through industry groups, in-house training, further tertiary education, and from your colleagues.
4. Take that chance to lead – or somebody else will.

How do you see the role of women in leadership evolving in the coming years, and what steps is your organisation taking to support this evolution?

A look at the number of female CEOs of ASX-listed companies shows there is still much progress to be made with women in leadership roles at the highest levels of business. What I do see in my own social circle is women in increasingly senior positions. This encouraging trend is the outcome of family responsibilities that have been shared more equitably than would have been the norm a generation ago.

As well as equal opportunity recruitment, flexible work arrangements and sponsoring Women in Finance scholarships, Pinnacle has recently launched the Women & Allies Network to support women across Pinnacle and the affiliated businesses to network.

The purpose is to unite and empower women to thrive professionally and socially through a supportive, diverse, and inspiring community. It was created to promote inclusion, inspire female talent, and create opportunities for members to engage with female leaders across the Group.



Women in Spotlight

Capital W (UNSW Women... >



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Capital W is UNSW's Women in Business Society. As a group we aim to bridge the gap between university and the workplace for female students. This podcast aims to create discussion surrounding topics at the forefront of our students' minds featuring inspirational figures. These guests will include female representatives ranging from our sponsors to our past and present Capital W alumni.

If you have any topics that you would like us to discuss, please email us on capitalw.unsw@gmail.com

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5 ★

Business



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