



# Championing female talent in our industry

**500 Women in Property  
2024 program handbook**

National program  
proudly sponsored by



Venue host  
sponsor

**MinterEllison.**



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# Our commitment

## **The Property Council of Australia champions the industry that employs 1.4 million Australians and shapes the future of our communities and cities.**

Property Council members invest in, design, build and manage places that matter to Australians: our homes, retirement villages, shopping centres, office buildings, industrial areas, education, research and health precincts, tourism, and hospitality venues and more.

On behalf of our members, we provide the research and thought leadership to help decision-makers create vibrant communities, great cities, and strong economies. We support smarter planning, better infrastructure, sustainability, and globally competitive investment and tax settings which underpin the contribution our members make to the economic prosperity and social well-being of Australians.

Our commitment to a diverse property industry is spearheaded by our dedicated Diversity, Equity, and Inclusion Committees across the country – and our Property Champions of Change (PCCC) is a group of 26 senior leaders in the property industry who came together in 2015, determined to achieve a significant and sustainable increase in the representation of women in leadership in the property industry.

# Program overview

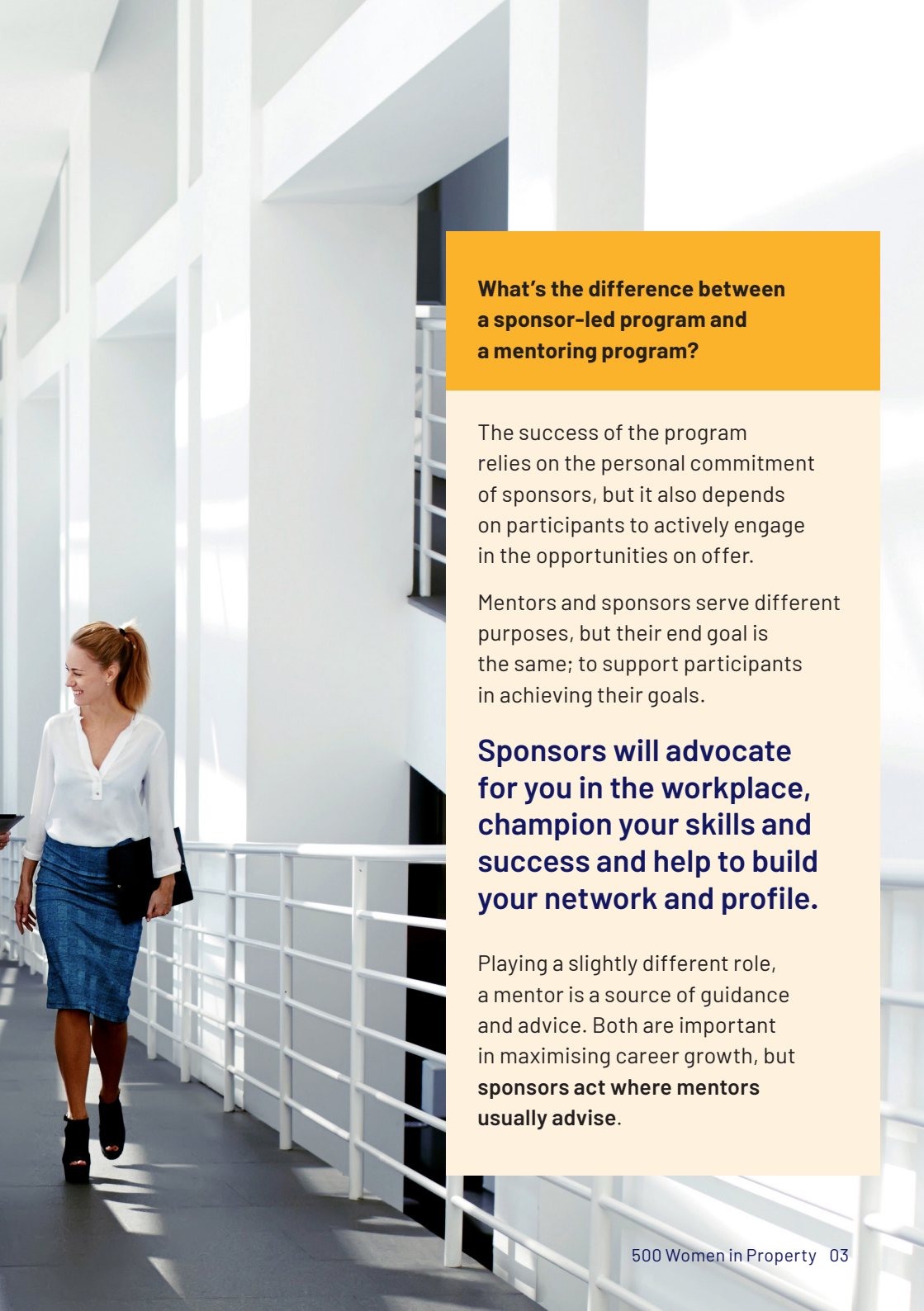
The **500 Women in Property** program helps our members to promote female talent and empower women to advance in the workforce. An initiative of our Diversity, Equity, and Inclusion Committees, the program aims to accelerate more women into leadership positions in the property industry, through sponsorship of high-potential talent.

With more than 3,600 women having participated since its launch in 2016, the highly successful program involves a personal commitment from sponsors (women and men) to identify and champion women in their organisation or network who would benefit from exposure and professional development opportunities.

Sponsors advocate for their participants in the workplace and help build their network and profile, leading to positive development outcomes.

We would like to thank and acknowledge The GPT Group, National Program Sponsor and MinterEllison, Event Sponsor for supporting the extraordinary growth of the program over the last nine years.





### **What's the difference between a sponsor-led program and a mentoring program?**

The success of the program relies on the personal commitment of sponsors, but it also depends on participants to actively engage in the opportunities on offer.

Mentors and sponsors serve different purposes, but their end goal is the same; to support participants in achieving their goals.

**Sponsors will advocate for you in the workplace, champion your skills and success and help to build your network and profile.**

Playing a slightly different role, a mentor is a source of guidance and advice. Both are important in maximising career growth, but **sponsors act where mentors usually advise.**





# Start the conversation

## **Every participant will receive a set of conversation cards.**

These have been developed to assist with getting to know each other, talking through situations you have experienced, career growth and development planning. They will also help you gain further insight into the industry and the importance of networking. We encourage you to use them in a way that suits you both and hope that they help you to achieve your program objectives.

### **The cards cover off three key areas:**



#### **Reflection**

Taking the opportunity to discuss why you nominated for the program and what outcomes you would like to see come from your participation.



#### **Career development**

This is a great opportunity to pick your sponsor's brain, get an understanding of their story and how you can learn from their experiences.



#### **Self development**

Having a discussion with your sponsor about your personal and professional interest and goals, talking through how you plan to achieve these.

## Reflection

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Looking back at a time you were in a similar position, what advice would you give yourself?

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Think of a difficult scenario you have experienced in your career. Why was it difficult? Who did it involve? What was your part in it? How was it resolved?

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When trying to gain buy-in to implement a new program, what tactics have worked for you?

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How did you land your current role? Think back to five years ago, did you envision this is where you would be?

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What is the most important leadership lesson you have learned and how is it valuable?

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Do you find networking or public speaking intimidating? How do you deal with this?

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As a leader in the industry, was there a time in your career you found it difficult to be taken seriously? How do you advise I deal with this/avoid this?

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## Notes

# Coffee roulette

Through Coffee Roulette, participants will be randomly matched with other participants in the program for coffee meetings. This will assist with building your professional networks and feel more connected with the industry.

## How it works:

01

### **Accept the invitation to participate**

Participants will be invited via direct email to participate in the offering.

02

### **Set up and create your account**

This will allow you to select the days of the week you are/ are not available for coffee meetings as well as block out leave dates. You can opt out, pause and restart at any time.

03

### **Meet and repeat**

The unique algorithm matches you monthly with another participant based on the days of the week participants have in common, as well as the parameters specified. Participants will receive an email outlining who their next coffee partner is and arrange to meet for coffee. As you meet for coffee, fantastic connections are made across the cohort.





**During the 500 Women in Property Program for FY24/25, Alex will be delivering five virtual 1-hour masterclasses for all participants on the program with the schedule outlined below.**

- Wednesday 7 August 11am AEST - Preparing for a Pay Rise negotiation
- Wednesday 9 October 2pm AEST - Negotiating Strategy for Salary Negotiations
- Wednesday 4 December 11am AEST - Dealing with Pushback
- Wednesday 5 February 2pm AEST - Get Seen - From Overlooked to Outstanding
- Wednesday 2 April 11am AEST - Performance Reviews

# Masterclasses with Alex Hanlon

Alex is a seasoned executive with in-depth experience in complex problem solving, strategy development, crisis management and recovery. Alex has over 30 years of experience in construction and property, and she is motivated by supporting the growth and resilience of individuals in challenging circumstances.

She supports professional women to fine tune their negotiating skills to secure better pay, better conditions and senior leadership opportunities.

## Notes





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