



P&C Leadership Circle

by Corporate Dojo



Join a practical and thought-provoking Community of Practice designed exclusively for senior People and Culture (P & C) and Organisational Development (OD) professionals. This six month program brings together experienced practitioners who are passionate about strengthening organisational capability, sharing contemporary practice and exploring the evolving challenges shaping today's workplaces.

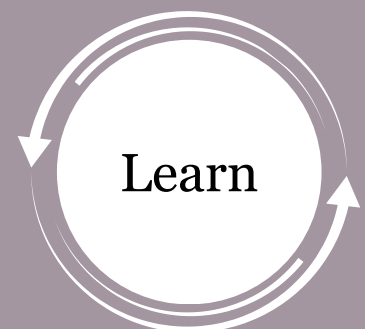
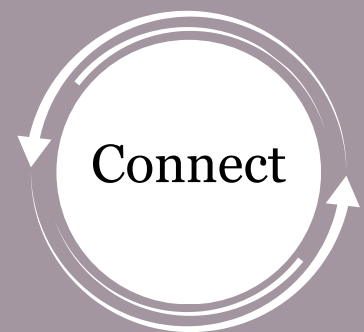
Through facilitated discussions, peer learning, real-world case studies and collaborative problem-solving, participants will gain fresh insights, practical strategies and valuable perspectives to support both organisational outcomes and personal leadership growth.

Why Join?

The Leadership Circle provides a unique opportunity for senior professionals to step away from day-to-day demands and engage in meaningful conversations that challenge thinking, broaden perspectives and strengthen leadership practice.

- **Connect with experienced leaders** from a diverse range of industries and sectors, expanding your professional network and gaining fresh perspectives.
- **Share ideas, challenges and practical solutions** in a trusted and confidential environment where real-world experiences are valued.
- **Gain contemporary insights and actionable strategies** that can be applied immediately to enhance leadership effectiveness and organisational performance.
- **Strengthen your leadership capability and commercial acumen**, enabling you to navigate complexity, influence outcomes and drive sustainable results.
- **Build meaningful professional relationships and partnerships** that extend beyond the program and support your ongoing professional growth.
- **Create dedicated space for reflection, learning and future-focused thinking**, helping you stay ahead of emerging trends and challenges.
- **Contribute to the development of practical leadership approaches**, sharing your expertise while learning from the experiences of others.

The Leadership Circle is more than a professional network - it is a collaborative community committed to continuous learning, leadership excellence and creating positive impact within organisations and industries.





What is the P & C Leadership Circle Program?

The P&C Leadership Circle Program is a six-month program running from July to December 2026. It includes five facilitated 1.5-hour virtual sessions led by the Corporate Dojo team, including Founder and Sensei Karen Gately and Executive Consultant Sam Fraser and a **one day conference in Melbourne**.



Each month, members come together to explore contemporary people and culture challenges, share practical insights and learn from one another's experiences.

Karen and Sam will introduce key themes, share observations and lessons from their work with organisations across Australia and pose thought-provoking questions to encourage discussion and knowledge sharing. These sessions are designed to create a trusted environment where People and Culture and Organisational Development leaders can exchange ideas, gain fresh perspectives and strengthen their capability through the collective wisdom of the group.



Program Overview:

Date:	Time:	Topic:
14 July 2026	11am – 12.30pm (Virtual)	Psychological Safety in Practice
11 Aug 2026	11am – 12.30pm (Virtual)	From Learning to Leadership Impact
15 Sept 2026	11am – 12.30pm (Virtual)	Talent ID and Succession Planning
8 Oct 2026	9am - 4pm (Melbourne)	Conference
10 Nov 2026	11am – 12.30pm (Virtual)	Engagement and Exit Data
8 Dec 2026	11am – 12.30pm (Virtual)	Managing Performance

Early Bird Price

\$595 +GST

(pay before 31 Jul 26)

Full Price

\$745 +GST

(pay after 31 Jul 26)

Scan the QR
code to register

Registrations
close 30 Sep 26



Psychological Safety in Practice

Beyond Compliance to High Performance

Following significant legislative changes and increasing organisational focus in this area, many organisations are still navigating what psychological safety genuinely looks like in practice beyond policy, training and compliance frameworks.

This session will explore how organisations are tracking in the current environment and examine the practical realities of building psychologically safe workplaces within increasingly complex, high-pressure and performance-driven settings.

Discussion will focus on:

- Balancing accountability, performance and respectful workplace expectations
- Practical lessons and challenges arising following recent legislative changes
- Moving beyond “tick-box” approaches toward meaningful cultural impact
- What psychological safety looks like in practice across teams and leadership groups



You will leave with practical insights, peer perspectives and strategies to strengthen psychologically safe and high-performing workplace cultures.



From Learning to Leadership Impact

Embedding Accountability and Behaviour Change

Many organisations continue to invest significantly in leadership development programs yet often struggle to translate learning into sustained behavioural change, improved leadership capability and measurable organisational outcomes.

This session will explore how organisations can move beyond attendance metrics and post-program satisfaction scores to create genuine leadership accountability and practical application of learning in the workplace.

Discussion will focus on:

- Embedding accountability for applying learning on the job
- Designing and measuring leadership development
- Why leadership development programs often fail to create lasting impact
- The role of executive leaders and managers in reinforcing development



You will gain practical ideas for strengthening leadership development outcomes and improving the return on investment of leadership capability programs.



Talent ID and Succession Planning

Building Genuine Leadership Pipelines

In many organisations, succession planning remains a once-a-year exercise that generates limited long-term impact or meaningful pipeline strength.

This session will explore practical approaches to building succession and talent identification processes that are strategic, objective and sustainable. Participants will examine how organisations can identify and develop future leaders while creating talent pipelines that withstand executive and board scrutiny.

Discussion will focus on:

- Assessing readiness versus potential
- Building meaningful development pathways
- Practical tools for identifying high-potential talent objectively
- Moving beyond “replacement planning” toward genuine pipeline development



You will leave with practical approaches, peer insights and ideas to strengthen leadership pipeline capability and succession planning maturity within their organisations.



CONFERENCE

A dedicated full-day conference bringing together professionals to explore emerging workforce trends, organisational challenges and innovative practices shaping the future of People and Culture leadership.

Time	Speaker	Overview	Type
9:00 am	Karen Gately	Introduction to the Program	Welcome
9:20 am	Dr Kim Hazendonk Positive Psychology	The Optimism Advantage Leading with Possibility in a Challenging World	Speaker
10:00 am	TBA	View From the Top: What Executive Leaders Need from HR to Drive Performance	Speaker
10:40 am	Morning Break	Cuppa and networking	Break
10:55 am	Marissa Black CPO, Easy Go Karen Linford CPO, GV Health Matt Connell GM, P&C for AHRI	Bridging Two Worlds - Designing hybrid work that works for People and the Business The Workforce Reimagined - Leading People Through AI, Automation and the Future of Work Learning Without Limits - Building Growth Cultures Inside Regulated Environments	Panel Discussion
12:10 pm	Lunch Break	Lunch and networking	Lunch
12:55 pm	Damian Zahra CPO Bunnings	The People Dividend: Using Workforce Analytics to Drive Smarter Commercial Decisions	Speaker
1:35 pm	Karen Gately	Psychological Safety versus Performance Accountability The tension between care and accountability and why high-performing cultures need both	Interactive Workshop
2:35 pm	Afternoon Break	Cuppa and networking	Break
3:00 pm	Samantha Fraser	Diversity Without Inclusion Attracting diverse talent is only half the work – what happens after they arrive?	Interactive Workshop
3:45 pm	Karen Gately	Closing comments	



CONFERENCE SPEAKERS



Karen Gately, Sensei

Karen Gately is the Founder of Corporate Dojo and a recognised expert in human performance, leadership and workplace dynamics. Prior to establishing Corporate Dojo in 2006, she served as HR Director for the Asia Pacific region at Vanguard Group, leading strategic people initiatives across diverse markets.

Karen is the author of *The People Manager's Toolkit* and *The Corporate Dojo* and is a respected media commentator on leadership and culture. A 3rd dan black belt and multiple-time martial arts champion, she brings a practical, disciplined approach to helping individuals and teams achieve excellence.



Samantha Fraser, Executive Consultant

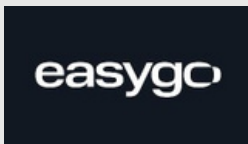
Sam Fraser is an experienced leadership coach with more than 20 years' expertise across Human Resources and Organisational Development. She partners with leaders to build capability and confidence in navigating the complexities of leading people and performance.

Sam helps leaders strengthen self-awareness, enhance decision-making, and better understand the impact they have on others. With expertise in leadership development, organisational performance and team dynamics, she supports meaningful behavioural change that improves both personal effectiveness and team outcomes. Her practical and thoughtful approach enables leaders to build trust, lead with clarity and intention, and create environments where people feel engaged, capable and empowered to deliver results.





CONFERENCE PANELISTS



Marissa Black, Chief People Officer

As Chief People Officer at Easygo, Marissa partners with the CEO and executive team to lead global people transformation and support the company's next phase of growth and globalisation.

With more than 20 years of experience across People and Culture, talent and transformation, Marissa has held senior leadership roles at Origin Energy, Saputo, Bankwest, and Vanguard Australia. At Origin, Marissa built enterprise talent capability, led large-scale transformation initiatives, and helped strengthen leadership, succession, and organisational performance.

Known for commercial acumen, empathy, and energy, Marissa brings a modern, data-led approach to building high-performing teams, cultures, and people strategies that unlock business value.



Karen Linford, Chief People Officer

Karen Linford is an accomplished people and culture executive with extensive experience leading workforce strategy and organisational transformation across the healthcare sector. Since joining GV Health in 2018 as Chief People Officer, she has spearheaded initiatives focused on attracting, retaining and developing talented teams, while driving significant improvements to organisational systems and HR performance.

Karen brings a collaborative leadership style and a strong track record of building high-performing teams. She holds an MBA from La Trobe University and is a Prosci Certified Change Practitioner. Earlier in her career, she practised as an Occupational Therapist in Australia and the United Kingdom.



Dr Maresa Seabrook, General Manager People, Capability, Culture and Wellbeing

Dr Maresa Seabrook is a strategic people and culture leader, researcher and executive with a passion for solving complex organisational challenges, building capability and creating high-performing workplace cultures. With experience spanning the technology, higher education and professional services sectors, she specialises in organisational transformation, workforce strategy, leadership capability and culture.

In her current role at the Law Institute of Victoria, Maresa leads initiatives that strengthen organisational performance, employee experience and wellbeing, while helping shape contemporary people practices across the legal profession. Prior to joining the LIV, she held senior leadership roles at Netcraft and RMIT University. Maresa holds a PhD in Human Resources from the University of Sydney Business School.



CONFERENCE SPEAKERS



Dr Kim Hazendonk, Neuropsychologist

Dr Kim is a Clinical Neuropsychologist, author, keynote speaker and leadership expert, and the Founder and Principal of Positive Brain. Combining neuroscience and psychology, she helps leaders and teams enhance performance, resilience, collaboration and psychological safety through practical, evidence-based strategies.

Kim has designed and delivered more than 200 executive leadership programs and coached hundreds of professionals across diverse industries globally. A sought-after speaker and media contributor, she also consults to the Hawthorn Football Club. Kim holds a Doctor of Psychology (Clinical Neuropsychology) and is endorsed by AHPRA in Clinical Neuropsychology.



Damian Zahra, Chief People Officer

Damian Zahra is the Chief People Officer at Bunnings Group, leading the People and Safety function and overseeing the delivery of the organisations people and safety strategy. He brings more than 25 years' experience in senior human resources roles across property, online / media, professional services and retail sectors.

Prior to joining Bunnings, Damian was the General Manager, People and Culture at Vicinity Centres and previously held senior leadership roles at REA Group, where he led the international People and Culture program. He is also a board member of the Corporate Mental health Alliance Australia.



Marg O'Rourke OAM

Margaret O'Rourke OAM is a distinguished leader in education, local government and regional development. A proud Bendigo local, she served as Mayor of the City of Greater Bendigo from 2016 to 2020 and as a councillor until 2024. As Board Chair of Bendigo Kangan Institute, she drove transformative reforms and oversaw major infrastructure projects, helping the institute become the 2022 Victorian and Australian Large Training Provider of the Year. In 2024, she received the Order of Australia Medal for her service the community of Greater Bendigo, and in 2025 was awarded the Outstanding Achievement in the TAFE and Skills Sector Award. Marg currently serves as Head of La Trobe University's Bendigo campus, Chair of Victoria's Regional Development Advisory Committee, and also holds roles as part of Coliban Water, v/line advisory board, and is the RDA Loddon Mallee Deputy Chair.



Engagement and Exit Data

Are We Maximising These Opportunities?

Employee engagement surveys and exit processes are now embedded within most organisations, yet many HR leaders continue to question whether these activities are genuinely generating meaningful insight or simply becoming routine compliance.

This session will explore how organisations can move beyond collecting workforce data to using insights strategically to strengthen retention, culture, leadership capability and employee experience.

Discussion will focus on:

- Using workforce and exit data to identify trends
- Whether organisations are asking the right questions
- Translating workforce feedback into visible organisational action
- Addressing survey fatigue and disengagement from feedback processes



You will gain practical ideas for improving workforce listening approaches and using data more effectively to inform organisational decision making and retention strategies.



Managing Performance

When People Are Tired and Running on Empty

As organisations continue navigating ongoing change, workforce pressure and increasing operational demands, many leaders are managing teams that are capable — but fatigued. Change saturation, competing priorities and sustained pressure are impacting motivation, resilience, engagement and performance across many workplaces.

This session will explore how organisations can maintain performance expectations while recognising the realities of workforce exhaustion and pressure. The discussion will focus on practical approaches to leading performance conversations with empathy, clarity and accountability while avoiding disengagement and burnout.

Discussion will focus on:

- Balancing accountability and support in fatigued teams
- Leading effective and respectful performance conversations
- Supporting leaders to confidently manage difficult discussions
- Recognising differences between burnout, capacity and underperformance



You will leave with practical strategies to support leaders, maintain performance standards and sustain workforce engagement in high-pressure environments.