



Certificate IV Leadership and Management Graduates

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## Signature Program Graduates 38

**The Business Coalition for Women (BCFW) graduated 38 women with a Certificate IV Leadership and Management on Friday 22nd of June in Port Moresby.**

The program specifically targets female staff serving in or preparing for their first management roles and nurtures healthier team dynamics and organizational culture enabling equal participation and collaboration amounting to many other benefits.

Speaking during the graduation ceremony of intake cohort 5, 6, and 7, Chair Lady Lesieli Taviri said that the Cert IV program was a signature BCFW program.

“What makes it unique is that it is created by PNG businesses for the PNG environment but accredited to Australian Cert IV standards. We did not anticipate that this program would attract public sector interest and we are so thrilled that our intakes are also from the Public sector which to us means that it serves the wider needs of women and not just

women in the private sector. To have more than 100 women graduate from this program is an amazing journey and to know that 80% of them are being promoted in their organizations tells us that the program has served its purpose. I am personally humbled by the stories these women share about the transformative change they go through after going through the program,” Taviri said.

Intake cohort 5, 6, and 7 had a good mix of women in leadership roles from Eda Ranu, Pacific Palms, BSP, Justice Department, Melanesian Trustee and Laga Industries to name a few.

Since its inception in 2015, BCFW has hosted more than 950 participants through 70 workshops, training events seminars or conferences in Leadership, Gender Smart Safety, Family and Sexual Violence Solutions.



# Family and Sexual Violence

## Law and Justice Agencies set a path to address Work Place Sexual Harassment

**On the 22nd of May this year, BCFW carried out a 4 day Workplace training for Gender equity and Social Inclusion (GESI) sponsored by JSS4D.**

A total of 10 participants from seven different agencies (PNG Correctional Service, Ombudsman Commission, Department of Justice and Attorney General, Public Solicitors, CLRC, Magisterial Services and the Royal Papua New Guinea Constabulary) within the Law and Justice Sector attended the program.

The three fold objective of the training was to educate business/HR managers/Social workers on sexual harassment and why addressing it is a critical business need and to provide participants with tools and strategies to be able to identify and respond to sexual harassment when it occurs in the work place and actions required to prevent it. The final objective was to allow workers to effectively implement BCFW's Model Policy on Anti Sexual Harassment.

Laura Thomas-Lung in her capacity as Executive Officer of BCFW during that time commented on how workplace harassment ties in with GESI and the importance of having a workplace policy that defines sexual harassment. Establishing a policy is an important organizational guide for appropriate and inappropriate behavior. BCFW training also includes procedures for establishing a contact team to share the awareness and information on referral pathways and services that staff members can access.

Participants were given a run down on terminologies, behaviors and sensitivities around harassment enabling an implementation plan to marry an anti-sexual harassment policy for their various agencies.

During exploration of the case studies, participants were able to identify existing organizational resources relevant to investigating, filing complaints and reporting on sexual harassment in the workplace and importantly utilizing existing information on the General Order.

CLRC Secretary, Dr. Eric Kwa said during the closing of the training that a major part of preventing sexual harassment in the workplace was to demonstrate great respect for your self and your colleagues as professionals and as human beings.

Dr. Kwa expressed support for the workshop and encouraged all GESI staff as implementers and leaders in their organization to respect the position of trust and leadership that they hold

Laura Thomas-Lung congratulated Ms. Teisi Kalamo and DJAG for her efforts and for the endorsement of the DJAG Anti Sexual Harassment Policy.



CLRC Secretary, Dr. Eric Kwa

***“a major part of preventing sexual harassment in the workplace was to demonstrate great respect for your self and your colleagues as professionals and as human beings.”***

***Dr. Eric Kwa***



# Family and Sexual Violence

## Bel Isi Seif Haus receives K15, 000 from NCS



L-R: NCS Group General Manager HR, Violet Aopi, Anitua Insurance CEO Tracy Smith and BCFW Project Officer Elizabeth Asigau

**The Bel Isi Seif Haus project received a timely boost of K15, 000 from NCS Holdings Limited in a small but significant ceremony in Port Moresby.**

Group General Manager HR, Violet Aopi said that the financial contribution to Bel Isis was just one of the many ways that NCS and Anitua support PNG families impacted by Family and Sexual Violence (FSV).

“We are proud of the role we have played in both Bel Isi’s inception and helping it grow from a concept to its soon to be operating status,” Aopi said.

Project partners Oil Search, DFAT, Femili PNG, BCFW and other private sector businesses have been working together to establish a new Bel Isi Seif Haus and case management centre for Corporates to refer those effected by FSV when in need of assistance.

BCFW Chair, Lesieli Taviri in acknowledging NCS’s donation said that support from private sector businesses always goes a long way towards supporting the efforts of the coalition.

The BCFW Secretariat since its inception has been providing

capacity building and training needs for the development of FSV policies as well as strengthening the capacity of existing public sector partners associated with combating violence with member companies and respective contact teams.

Ms. Aopi says that the implementation of these policies has enabled NCS to both systematically and compassionately respond to FSV.

“It gives us the ‘jurisdiction’ on how to support staff impacted by violence. As such it takes away a lot of the anxiety on how best to respond. Our FSV contact teams are well trained and respond efficiently, indeed almost automatically, which is not only good for the staff member impacted but also for our business.”

The Steering committee is positive this initiative will allow for a clear and effective pathway for management to actively respond to issues staff face with FSV at the work place, with the overarching objective for member companies to retain, develop and promote women in the work-force.

Ms. Aopi further commended other businesses who have also made significant contributions to FSV and therefore the families of PNG.

# Testimonials

Certificate IV Leadership and Management

Maryanne Tusais, Detons PNG



## Transforming Workplace and Personal Confidence

**The Certificate IV Leadership and Management Graduation presented transformed women in Leadership.**

Speaking during the graduation, Maryanne Tusais from Dentons PNG expressed how the program had developed timid participants to confident leaders.

"The learning and skills obtained from this course have been invaluable, not only in our professional capacities but also in our personal lives. The transformations have been remarkable, witnessing the most timid participant speak with confidence, contribute ideas freely and participate fully by the end of the program," she said.

The Leadership and management course was divided into three blocks covering 1) Self, 2) Team and, 3) Organization.

"The first block, which required us to focus on ourselves was the most insightful, exhausting, humbling and rewarding experience. The self reflection and feedback brought to light a lot of things we did not know about ourselves, both good and bad. In a Leadership roles, it is easy to evaluate, assess and even criticize other people but to do so on yourself is much harder. But it is a necessary part of being a leader and manager that you know who you are, what you can and cannot do and what you need to do to improve.

"The second block on team was lot more fun and learning. Team work is crucial for any productive organization but when a team doesn't function well, it does more harm than good, bringing down even the best individuals. We learnt not only how to lead a team, but how to be part of a team. This required that we listen to each other, be willing to compromise and make decisions based on consensus. Mind you, consensus decision making is not my strong suit."

"The third block on organization puts into perspective for us the importance of how our professional capacities impact our

personal lives. The transformations have been remarkable, witnessing the most timid participant speak with confidence, contribute ideas freely and participate fully by the end of the program," Tusais Said.





# BCFW Secretariat

## The Secretariat

### Incoming

1. Evonne Kennedy, Executive Officer  
Commence her role on Monday 30th July, 2018.
2. Kayleen Sapak-Inia, Monitoring Evaluation & Learning Officer  
Commenced duty on Monday 9th July, 2108
3. Nancy Lai, Marketing Officer  
Commenced duty on Monday 18<sup>th</sup> June.

### Outgoing

1. Laura Thomas-Lung, Executive Officer
2. Lawrence Kakale – Senior Project Officer

## Up Coming Events

### August

- Leadership & Management Cert IV – Cohort 8, Block 3 Assessment

### September

- Independence Day (Public Holiday) – 16<sup>th</sup> Sept, 2018
- Leadership & Management Cert IV – Cohort 9 Block 1, 10<sup>th</sup> Sept, 2018



L-R: Project Officer Elizabeth Asigau, Executive Officer Evonne Kennedy, Marketing Officer Nancy Lai and Monitoring Evaluation and Learning Officer Kayleen Sapak



*"Holding back women holds back everyone in PNG. Together the Business Coalition for women has a sound collective voice, to shape policy and public debates and drive change in and through the private sector which is where most people are employed"*

**Lady Winifred Kamit BCFW Patron**

## BUSINESS COALITION FOR WOMEN

### Empowerment of Women is Smart Business

#### WHAT THE COALITION REPRESENTS

##### Promoting Women in Leadership

Providing Members with the tools for creating a supportive environment for women to take on leadership roles such as mentoring programs

##### Expand Opportunities for Women Owned Businesses in Supply Chain

Adding value to coalition members through upgrading of women owned businesses in their supplier and distribution networks.

##### Developing Gender Smart Policies and Practices

Producing good practice guidelines and models for HR policies related to flexible hours, safe transportation, non-discrimination and other gender smart policies

##### Addressing violence

Promoting workplaces that are free of violence and supportive of female employees impacted by family and sexual violence.

#### JOIN THE COALITION

**REGISTER YOUR ORGNAIZATION  
OR BUSINESS AND BECOME A  
MEMBER**

#### CONTACT

##### BUSINESS COALITION FOR WOMEN

Phone: 321 2245

Email: [secretariat@pngbcfw.org](mailto:secretariat@pngbcfw.org)

Web: [www.bcfw.org.pg](http://www.bcfw.org.pg)

## BCFW MEMBERS

# Papua New Guinea Business Coalition for Women is Proud to Have the Following Member Organisations

### Membership

BCFW has 31 confirmed membership renewals. Thank you all for your continued support.



AUSTRALIA PAPUA NEW GUINEA  
BUSINESS COUNCIL



PNG's Bigger, Better Network.



HLB Niugini



Pacific Towing PNG  
Port Moresby, Papua New Guinea



Simberi Gold Company Ltd



STEAMSHIPS



# Application for Membership

To apply, you must be a registered business entity established and operating according to the laws of PNG or a registered body corporate representing the interests of the private sector.

\*Name of Company \_\_\_\_\_

\*Mailing Address \_\_\_\_\_

\*Industry \_\_\_\_\_

\*Total Number of employees: \_\_\_\_\_

\* Number of Women Employees: \_\_\_\_\_

## Nominated Representative:

Title: Mr Mrs Miss Ms

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

Office Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Website address: \_\_\_\_\_

## Annual Membership Dues

Company Size:

Small (under 50 employees) K500 + GST

Medium (51-500 employees): K1,000 + GST

Large (over 500 employees): K1,500 + GST

Group (two or more companies): 2,500+GST

## Do you have the following policies or practices in place?

- ☐ Non-discrimination in hiring/promotion policy
- ☐ Family and Sexual Violence Policy
- ☐ Training program for high potential women
- ☐ Mentoring Program
- ☐ Flexible working hours
- ☐ Transportation assistance
- ☐ School fee loans or assistance
- ☐ Scholarship for education completion and /or higher education
- ☐ Child care assistance
- ☐ Any other policy or program targeting or benefiting women employees (Please list)

## Women in Leadership positions:

- Number of women in your board of directors:  
\_\_\_\_\_ Women out of \_\_\_\_\_ total \_\_\_\_\_ board members
- Women CEO: Yes No
- Number of women in top management positions (report directly in CEO): \_\_\_\_\_ out of total \_\_\_\_\_ top managers
- Number of women in upper management (report to top management): \_\_\_\_\_ women out of total staff in upper management

## Working Groups

If you would like to be involved in any of the BCFW working groups, please include the name and contact details of the nominated staff member

## Gender Smart Policies and Practices

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## Prompting Women in Leadership

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## Expanding opportunities in BCFWs supply and distribution networks

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## Addressing Violence

Name: \_\_\_\_\_

Email: \_\_\_\_\_

If nominated staff is unknown at this time, please select the working groups that are of interest and the BCFW secretariat will contact you for nominations).

If you are unable to compete this form in full, please complete all the question marked with \* and provide the contact details of the person we can contact to complete this information

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

## Declaration

On behalf of \_\_\_\_\_ I hereby wish to apply for membership of the Papua New Guinea Business Coalition for Women. If accepted as a member of the Papua New Guinea Business Coalition for Women, I hereby agree and accept that my membership is conditional and upon compliance with the Rules of Association.

Signature \_\_\_\_\_ Name and Title \_\_\_\_\_ Date \_\_\_\_\_





**Does your business need help to develop the leadership and management skills of its female workforce?**

# **NOW OPEN for ENROLLMENT**

**Certificate IV in Leadership and Management**

January 2019 intake

- Accredited to Australian standards
- No pre-requisites for women to register.
- Course Fee K15,000



**20% discount for BCFW  
member companies**

Registration closes: 7th December, 2018

For further information or to register, you can contact us on:

Business Coalition for Women

PO Box 1256, Port Moresby, National Capital District

T: 321 2245 M: 7459 3108 E: [communications@pngbcfw.org](mailto:communications@pngbcfw.org)

