



Australia Awards Short Course

Women in Leadership in the Security Sector

Australia Awards



Participants meet with Group Captain Ruth Elsley CSC at the Australian War College in Canberra

Women in Leadership in the Security Sector short course aimed to equip representatives from Indonesia's security sector with the skills and knowledge to strengthen women's leadership and participation within their agencies, organisations, and the broader sector. Designed and delivered by Deakin University, the program engaged expert officials and practitioners from various Australian agencies and organisations. Participants explored best practices, benchmarked policies, and exchanged lessons learned between Australian and Indonesian agencies to drive meaningful change in their workplaces.

The short course consisted of a 3-day pre-course workshop, a 10-day course, a 3-day post-course workshop and monthly mentoring sessions to guide the planning and implementation of participants' Award Projects. The pre-and post-course workshops were conducted in Jakarta, Indonesia, and the 10-day course was conducted in Melbourne and Canberra, Australia. Across the 10 days, participants visited the Australian Defence College, the Australian Strategic Policy Institute, the Australian Fisheries Management Authority, the Immigration Museum and the Victoria Police Museum. Participants connected with high-ranking officials leading their agencies' ongoing efforts to promote and sustain equitable, diverse, and inclusive workplace cultures, including at Victoria Police, the Department of Defence, and the Australian Border Force. Participants also heard from senior women leaders from Australia's defence and security sectors. Participants engaged in one-on-one mentoring sessions to guide the planning and implementation of their Award Projects.

The Short Course was delivered in four parts:

Pre-course workshop: 13 – 15 August 2024
(Jakarta)

10-day course: 23 September – 4 October 2024
(Australia)

Mentoring sessions: 19 September, 5 November, 9 December, 13 January (online)

Post-course workshop: 21 – 23 January 2025
(Jakarta)



Pre-course Workshop

At the pre-course workshop, participants presented their draft Award Projects to course leaders. Course leaders organised participants and their projects into four areas: 1) Counterterrorism & Law Enforcement, 2) Cybersecurity, 3) Academia & Policy, and 4) Community & Private Sectors. The course leaders took on the role of mentor for developing and implementing each project. Participants shared their hopes and expectations for the short course, and course leaders presented on Australia's security landscape and project planning and evaluation techniques.

"The in-Australia course component proved incredibly valuable. It provided insights into advancing women in the security sector and showcased how Australian policies have enabled women to lead in security sectors. I gained valuable networks and essential leadership skills, making it a highly beneficial professional development experience".

Participant, Leadership Program for Women Leaders in the Security Sector SC

"The leadership materials from the course enhanced my ability to lead within my organisation. I deeply appreciate the knowledge shared on overcoming challenges, driving change, and maintaining both physical and mental well-being in the workplace".

Participant, Leadership Program for Women Leaders in the Security Sector SC



Women in National Security Panel: Nina Davidson, Deputy, Director-General, ONI, Kerri Hartland, Director-General, ASIS, Abigail Bradshaw, Director-General, ASD

In-Australia Program

The 10-day course in Australia focused on key learning objectives, such as benchmarking strategies to attract women into the security sector, exploring change management drivers and initiatives in Australian agencies, identifying ways to create champions for change in women's participation and leadership, and formulating policy recommendations on mainstreaming gender perspectives.



Participants meet with officials at the Australian Fisheries Management Authority.

Participants noted the beneficial components of the course:

- Increased knowledge on empowering women in leadership, security framework, strategies to overcome barriers to women's participation in the security sector, and Australian best practices for promoting inclusive and gender-equitable practices.
- High-quality content experts, described as highly experienced in their fields and able to offer innovative ideas and solutions to address challenges faced by women in the security sector.
- Practical strategies and technical skills for increasing women's participation, overcoming challenges, negotiating, and driving meaningful change.
- Planning and evaluating projects for women, with sessions on monitoring and evaluating projects, peer mentoring, and critical friends, were described as beneficial for developing Award Projects.
- Networking events are seen as valuable opportunities to connect with influential Australian experts and practitioners and are essential for future collaboration, resource sharing, and support with Award Projects.

Throughout the course, participants were provided many networking opportunities to strengthen linkages with Australian experts and organisations. These included events hosted by Deakin in Melbourne and Canberra, featuring keynote addresses from H.E Dr Siswo Pramono, Indonesian Ambassador to Australia, Mr Kuncoro Giri Waseso, Consul-General of Indonesia, and Ms Sarah deZoeten, First Assistant Secretary, Defence and National Security Policy Division, DFAT. Additionally, the Australia Strategic Policy Institute (ASPI) hosted an evening networking event in Canberra, enabling participants to connect with ASPI's Women in Defence and Security Network members.

"One of the key highlights of the short course was the opportunity to connect with other professionals. These networks are essential for future collaborations and support in addressing the challenges".

Participant, Leadership Program for Women Leaders in the Security Sector SC

"This short course empowers female participants to be more aware of structural and cultural barriers to achieve a higher level of leadership in the office. Additionally, the short course provided tips and tricks to overcome them".

Participant, Leadership Program for Women Leaders in the Security Sector SC

"This short course introduced me to new ideas and fresh perspectives, especially in the context of current global issues regarding women's leadership in the security sector. It was invaluable for broadening my horizons and inspiring creative thinking."

Participant, Leadership Program for Women Leaders in the Security Sector SC

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Post-course Workshop

At the post-course workshop, participants presented their Award Projects. The Deakin team felt that the quality was outstanding. All projects made a meaningful impact, and many demonstrated linkages between participants and Australian experts and organisations. Key outputs included comprehensive policy briefs and academic papers aimed at increasing women's leadership in their respective agencies, a social media video showcasing the roles of women in defence, extensive data collected on underexamined issues, including cyber abuse against women, and a 'one-stop' online resource hub to connect women across Indonesia's security sector. A post-course evaluation by Deakin following the in-Australia component of the course showed participants had an overwhelmingly positive experience with all aspects of the program.

"The short course on women's leadership in the security sector is a critical investment in Indonesia's development. By equipping women with the skills and knowledge they need, we can create a security sector that is more effective, inclusive and responsive to the needs of society".

Participant, Leadership Program for Women Leaders in the Security Sector SC