

## **Key Attributes Statement**

### **1. Professional Integrity**

I am deeply committed to upholding and advancing the professional standards and ethical principles of social work. I recognise the importance of ensuring that our profession continues to evolve by reflecting on practice, reviewing standards, and aligning with best practice both nationally and internationally. My commitment is demonstrated through active involvement in professional advocacy, including my role as a social work union delegate, where I represent the profession in bargaining processes and contribute to award reform. This work highlights my dedication to protecting the integrity of the profession and ensuring that social workers' voices are heard in decision-making spaces that directly impact practice.

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### **2. Cultural Awareness and Humility**

I believe that cultural humility and inclusivity must be embedded in all levels of the Association's work. It is critical that the AASW reflects and evolves alongside our diverse communities, ensuring that all voices are represented and valued. I strongly support the ongoing decolonisation of our profession and welcome the representation of First Nations social workers on the Board as a vital step in this journey. In my own practice, I actively seek cultural guidance and advice, understanding that true cultural safety requires continual reflection, openness, and accountability. My leadership approach centres on fostering respectful dialogue and ensuring that diverse perspectives inform decision-making.

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### **3. Critical Thinking**

Throughout decades of social work practice, supported by exceptional clinical supervisors and peers, I have developed and refined my critical thinking and reflective practice. I approach complex situations with an openness to multiple perspectives, considering not only immediate issues but also broader systemic and structural factors. This enables me to generate innovative solutions and contribute to constructive debate. Within a Board setting, these skills ensure that I can evaluate risks, balance competing priorities, and make well-reasoned decisions that serve the long-term interests of members and the profession.

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### **4. Communicates Constructively**

With more than twenty years of experience in leadership, management, education, and advocacy, I have honed my communication skills to a high level. I can adapt my style to suit a wide range of contexts, from strategic Board discussions to community engagement and sector negotiations. My work with the Health Services Union (HSU) in bargaining and developing a new award has strengthened my ability to clearly communicate complex issues, negotiate outcomes, and maintain constructive dialogue under pressure. I also co-created an successful allied health student education program and have published scholarly work linking

theory to practice, further demonstrating my ability to convey ideas effectively across audiences.

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## **5. Focuses Strategically**

I bring both practical experience and formal governance training to the role of Director. Having served in leadership positions for many years, I am adept at aligning operational priorities with strategic objectives, ensuring that decisions are grounded in both vision and evidence. My governance training equips me to interrogate issues critically while keeping the broader mission of the Association in focus. For example, my involvement in HSU award reform and initiatives such as developing and implementing a staff well being programme in an emergency department and active involvement in the Western Sydney Shaken Baby Prevention Project (which was successfully implemented internationally) illustrate my ability to balance strategic foresight with practical outcomes, ensuring that decisions deliver tangible benefits to members while advancing the profession's future direction.

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## **6. Collaborates in the Best Interests of the Association**

I recognise that the role of Director is one of stewardship and responsibility to all members. Effective collaboration requires listening deeply, reflecting on diverse perspectives, and engaging respectfully in decision-making processes. I am committed to working constructively with colleagues, members, and stakeholders to advance the interests of the AASW. I understand that representing the Association requires both professionalism and diplomacy, and I strive to model integrity and respect in all engagements. My focus is always on building consensus, strengthening unity, and ensuring that the Association remains responsive to the needs of the profession and the communities we serve.