

2022 WIBF NATIONAL INDUSTRY AWARDS

Meet the Judges (part 4)



Ashley Stephenson is a trusted advisor to senior leaders, specializing in CEOs, general managers, and CHROs. Based in Sydney, Ashley's expertise covers senior leadership succession planning, board succession, and board performance. Previously, Ashley worked in Egon Zehnder's New York office, where he led the firm's Financial Services Practice in North America and helped build the Executive Assessment and Development Practice. He is also active in Egon Zehnder's CEO, Industrial and Human Resources practices. Read Mr Stephenson's full bio [here](#).

Ashley was Executive General Manager of Human Resources and Corporate Development with CSR Ltd. in Sydney before joining Egon Zehnder. Earlier in his career, he worked on infrastructure projects in Latin America as a Program and Project Leader with the World Bank. Ashley then became a Partner with McKinsey & Company and served clients in Spain and Australia.

Ashley earned a BE in chemical engineering from University of New South Wales and an MBA from Harvard Business School. More recently, Ashley completed the highly regarded Leadership Coaching Program at Georgetown University. He is also an Accredited Leadership Coach, who, when not working, enjoys spending time with his grandchildren.



Dr Juliet Bourke is a Professor of Practice in the School of Management and Governance at UNSW Business School, global workplace consultant and board member (eg of US based tech start-up qChange, Ovarian Cancer Australia and the Global Institute for Women's Leadership). Formerly a



human capital partner at Deloitte leading the diversity and inclusion Consulting practice in Australia, she has advised a broad range of clients including the UN, Apple, Johnson & Johnson, BHP, Macquarie, Telstra, Defence and QBE.

Over the course of her career Juliet has led various initiatives within the organisations she has worked for, as well as the community more broadly. These include: Diversity & Inclusion Council member (Deloitte Australia, Navy, the RBA), Chair of the 30% Club Education Working Group (which published “Bold moves in the Boardroom” (2022)), Chair of the Taskforce on Care Costs (which successfully influenced the Rudd Government’s budget on childcare (2007)), and Chair of the Save Centennial Glen group (which helped shape the NSW Government’s \$2.5B infrastructure commitment in the Blue Mountains (2021)). She is a volunteer for the Early Bird Café (a soup kitchen for the homeless) and the Rural Fire Service, and a passionate supporter of life-long learning as well as the visual and performing arts.

Juliet capabilities and contributions have been recognised through her receipt of awards such as: Top 100 Global HR Influencers (Engagedly Inc, 2021) and Top 100 Women of Influence (AFR, 2019). Juliet is a frequently sought-after speaker on leadership, diversity & inclusion and the future of work. She has spoken at TEDx, published in the Harvard Business Review, Huffington Post, AFR and The Guardian. Her book (“Which two heads are better than one?”) was first published by the Australian Institute of Company Directors in 2016 and is now in its second edition (2021). Juliet holds a Bachelor of Arts (Major: Psychology) (UNSW), Bachelor of Laws (UNSW), Master of Laws (Hons) (USYD) and PhD (Brunel University London, School of Business), for which she received the Dean’s prize for impact and innovation.

Previously introduced Judges:



Until November 2019, **Mr Ian Saines** held the position of Chief Executive - Funds Management at Challenger Limited. In this role he oversaw rapid growth at Australia’s fastest-growing, active funds management company.

Before joining Challenger Mr Saines was Group Executive - Institutional Banking and Markets at Commonwealth Bank of Australia (CBA) until December 2013, having joined the bank in 2004. Ian was a member of the Bank’s Executive Committee and responsible for managing the Bank’s relationships with major corporate, institutional and government clients.

Prior to joining CBA, Mr Saines was a Management Committee member of Zurich Capital Markets Asia, the investment banking arm of the Zurich Financial Services Group. Ian previously held various leadership positions at Bankers Trust Australia Limited and ultimately led the investment bank’s Global Metals and Mining Industry Group. He also worked at the Reserve Bank of Australia.



Ian is currently a Non-Executive Director of Macquarie Bank Limited, NSW Treasury Corporation (TCorp), Air Lease Corporation, a NYSE listed commercial aircraft leasing company based in Los Angeles, and Deputy Chair of both American Australian Association Limited and the United States Studies Centre, a Sydney University-based research centre, dedicated to the rigorous analysis of American foreign policy, economics, politics and culture.

He was formerly a board member of Father Chris Riley's Youth off the Streets, a not for profit organisation providing support to chronically homeless and abused youth in our society. He was also a director of Australian Financial Markets Association (AFMA) from 2008 until 2013. He is a Fellow of the Australian Institute of Company Directors (FAICD). Ian has a Bachelor of Commerce Degree with first class honours from the University of New South Wales.



Sally Loane

Zarmeen Pavri

Peter Cook

Sally Loane is a Non-Executive Director, business leader and former journalist and broadcaster. Sally is a Director of Chubb Australia, Venues NSW, Destination NSW and Pankind, the Australian Pancreatic Cancer Research Foundation. She is a member of the Advisory Board of consulting firm Orizontas.

Sally was the CEO of the peak industry organisation for financial services, the Financial Services Council from 2014-21.

Sally was the first female Director of Waratahs Rugby in its 135-year history (2010-2017) and was a Director of SCEGGS Darlinghurst for 12 years.

Sally uses her experience in financial services policy development to encourage women to become financially independent, through mentoring (Minerva Network; Super Stars of STEM) and on the corporate advisory boards of the NSW Council for Women's Economic Opportunity and the NSW Domestic and Family Violence and Sexual Assault Corporate Leadership Group.

She has had a long history of service to the community and charity sectors, as a Governor of the Cerebral Palsy Research Foundation, Ambassador for Business Events Sydney, a member of Chief Executive Women and patron of Lou's Place. Sally chaired the Salvation Army's Sydney East Doorknock Appeal (2008-2011) and was Deputy Chair of the Committee for Sydney (2015-2018).

Zarmeen Pavri:

- SDGx – Partner and Chief Impact Officer; VC Climate Fund
- Non-Executive Director - U Ethical Investors Ltd (FUM \$1.5B ethical, ESG and Impact Fund manager); member of the Investment Committee; Chair of the Audit Risk and Compliance Committee, member of Ethical advisory panel.



- Chair of Ethical and Impact Advisory committee of Apostle Funds Management People and Planet Impact Fund (\$100m ESG and Impact Fund)
- Oceania Regional Head for the Global Impact Investing Network
- Technical Advisory Group member of ASFI

Zarmeen Pavri is an established investment management executive with over 26 years' experience, having a multi-dimensional background covering ethical and impact investing, venture capital, funds management, product development and commercialisation.

She is the Partner and Chief Impact Officer of SDGx - an Impact VC investment management and advisory firm, headquartered Singapore with offices in Sydney, Berlin and Bangkok. She runs a climate technology VC impact fund across Asia, Europe and Australia, which is investing in deep tech companies, accelerating the transition to a zero-carbon economy.

Further, Zarmeen is currently the Oceania Regional Head for The Global Impact Investing Network (GIIN), where she leads the thought leadership and conversation relating to the impact investing industry within the institutional investor market and is a Climate JEDI advocate, being a public speaker at numerous conferences.

Zarmeen serves on a variety of fiduciary and non-fiduciary boards, including being a Non-Executive Director of U Ethical Investors Ltd (\$1.5B ethical, ESG Fund manager); Chair of the Audit, Risk and Compliance Committee and member of the Investment Committee of U Ethical Investors Ltd. She also holds the Chair role of the Ethical and Impact Committee for the \$100m Apostle Funds Management's Diversified People and Planet Fund and sits on variety of start-up advisory boards.

In her prior roles, she has held several senior executive leadership positions at AECOM International Development, Pengana Capital and MIR Investment Management, playing the roles of Executive Director Strategy, COO and Head of Product Development. She has gained unique international development experience when she was the Fund Manager, overseeing the Department of Foreign Affairs and Trade's (DFAT) \$20m Impact Innovation Accelerator Fund, and was DFAT's senior technical impact investing advisor for various global programs and initiatives.

She is a qualified Australian Chartered Accountant, has a Bachelor of Commerce (sub major Law) degree from University of Western Sydney and is a member of the Australian Institute of Company Directors.

Peter Cook is the CEO and Managing Director of public listed Novatti Group Limited (ASX:NOV), a Non-Executive Director for IBOA Holdings Pty Ltd which is an applicant for a Restricted ADI and is a Responsible Manager for the AFSL for Novatti's subsidiary Flexewallet Pty Ltd. Peter's career has been largely based on founding and leading fast growth telecommunications and payments companies in Australia, Canada, Africa and Asia. Peter is a regular speaker and thought leader on entrepreneurship, innovation, digital transformation and payments.

Peter is a graduate of the Royal Military College, Duntroon; has completed a BSc (UNSW), a Grad Dip Computing (Canberra) and the Graduate Diploma in Securities course from the Securities Institute of Australia. Peter is a Graduate Member of the Australian Institute of Company Directors.





Sophie Ray

Trent Alston

Virginia Malley

Sophie Ray is an experienced Non-Executive Director, Board Chair and business owner. Currently, she is a Non-Executive Director of GO2 People (ASX:GO2); Independent Chair of RSL NSW (where she is the first female Chair in its 100 year history); and Chair of NAWO (National Association of Women in Operations), Peak Care Equipment Pty Ltd, the Shoalhaven Women's Resource Group and the Shoalhaven Education Fund. Sophie's executive career included fifteen years as a corporate and regulatory lawyer at PwC in Australia & the UK.

Sophie is a graduate of the Australian Institute of Company Directors and the Women on Boards' WOBSX program. She lives with her husband and two daughters at her family's winery and tourism business on the NSW South Coast.

Trent Alston; B.Build (Hons, UNSW); GMQ (AGSM); AMP (INSEAD); GAICD

Trent Alston has a commercial and robust level of expertise combined with an ability to forge capital partnerships, work cross cultures, interpret complex data and use it for commercial advantage. This experience has been gained as an executive with over 30 years in the construction, development, real estate investment and funds management industries during his time at Lendlease, Colonial First State Global Asset Management and Challenger Limited.

More recently Trent has taken on a non-executive career with directorships at ASX listed Abacus Property Group, the New South Wales government's state-owned corporation Landcom and Stone & Chalk. He also works as an advisor to Doorsteps Group, EG Funds Management (Japan), Kokusai Business Advisors and US based Trimont Real Estate Advisors.

Trent's experience covers office, retail, logistics, residential and mixed-use assets plus real estate lending and involved establishing capital partnerships with leading sovereign funds and global institutions plus responsibility for investments made by Challenger Life. This included delivery of complex projects with \$1B+ budgets and responsibility for the investment and business strategy +\$10bn real estate business platforms across Australia and Japan.

Virginia Malley has a strong and successful long term track record at blue chip and disruptor firms in the financial services industry including banking, investment management, wrap platforms, custody, life insurance, managed investment schemes, superannuation, and ASX-listed investment trusts and companies. During her executive career Virginia worked at Dun & Bradstreet and then at Macquarie from 1987 to 2012. At Macquarie, Virginia was Chief Risk Officer of the Funds Management Group.

Following her decision to develop a portfolio of non-executive roles, she remained on the boards of several subsidiary companies at Macquarie including Macquarie Investment Management Ltd. She has since served on the boards of Perpetual Superannuation Ltd, the Clean Energy Regulator and Morphic Ethical Equities and is presently the Acting Chair of the Biodiversity Conservation Trust of



NSW and a member of the icare and Perpetual Equity Investment Co Ltd boards. In addition, Virginia chairs the compliance committees for Pinnacle Funds Services and Bell Asset Management and is a member of the Sydney Airport Trust compliance committee.

In her environmental sector roles, Virginia has overseen the integrity of several market-based schemes in renewable energy, carbon abatement and conservation. During 2019-2020, as Independent Reviewer, she undertook the first review of the Carbon Industry Code of Conduct and is now Chair of the Code Review Panel which promotes and enforces the carbon industry's conduct standards.

Long-term stewardship is the unifying theme of Virginia's current roles which are focused on the long-term protection of valuable assets held for beneficiaries and the wider community, that is, financial and natural capital portfolios including investment, superannuation real property, carbon and biodiversity.

