

Communicating with Impact:

Amplifying Women's Voices in Leadership



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ELEMENT 25

Butcherbird Manganese Project, Western Australia

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Today's Agenda

- **Leadership and NAIF**
- **Developing Confident Communication**
Speaking with authority, authenticity, and values
- **Overcoming Bias & Barriers**
Strategies to reclaim and amplify women's voices
- **Practical Tools for Influence**
Executive presence, storytelling, and decision-making
- **The Legacy of Voice**
How our voices shape the future of women in mining

About Us

NAIF is a Commonwealth Government gap financier, providing loans for infrastructure projects in northern Australia and the Australian Indian Ocean Territories.

\$4.3B

Committed Loans

\$17.4B

Total Project Value

18,000+

Forecast Jobs

\$33B

Forecast
Public Benefit

NAIF at a Glance

*as at 31 July 2025

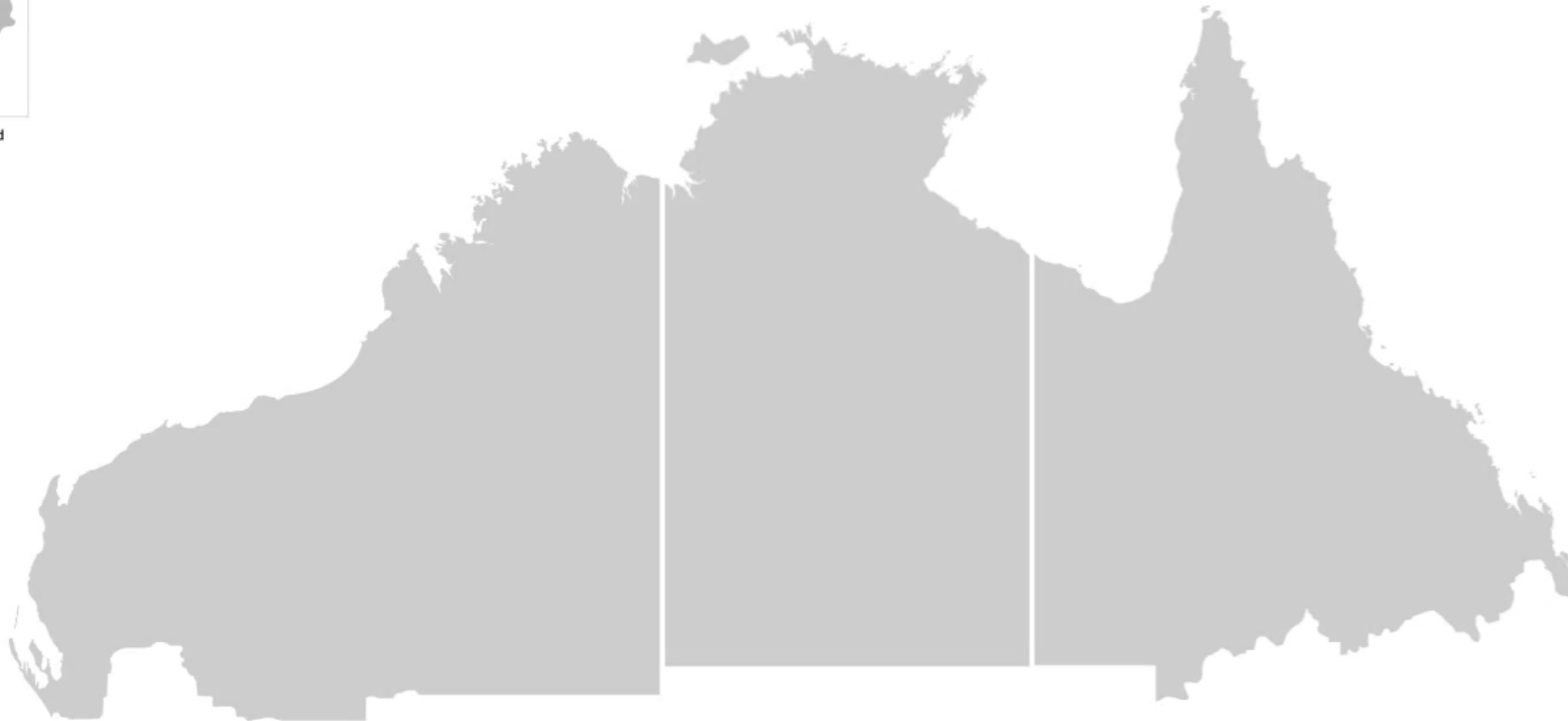
INDIAN OCEAN TERRITORIES



Cocos (Keeling) Islands



Christmas Island



Lessons Learnt

Leadership | Contracting | Planning | Contingency | Local Context

1

Management is key.

Check that the project management team has sound, directly comparable experience.

2

Contracting strategy is important.

This includes the quality of the contractors and the nature of the contracts. Having multiple contractors will increase the construction risk.

3

Ensure sufficient contingency allowance to cover cost overruns.

Contingency should increase with project value, construction period and complexity.

4

Ensure that the project has appropriate level of gearing. Also ensure the project has access to capital to fund contingencies.

5

Well thought out business plan.

Should include detailed operating costs estimates, market analysis including independent price forecasts, competitor analysis, regulatory approval processes, etc.

6

Account for region-specific challenges.

Such as extreme weather, remoteness, supply chain constraints, and limited access to labour and accommodation when planning and delivering projects in northern Australia.

Developing Strong, Confident Communication Skills to Lead with Authority



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Own the pause

- Silence creates presence.

Speak from your centre

- Grounded, calm, certain.

Replace qualifiers with conviction

- Conviction over apology.

Lead with authenticity

- Be yourself, not a performance.

Anchor in your values

- Clarity and courage from what you stand for.

“Authenticity earns trust. And trust is your most powerful asset.”



“When you speak from your values, you speak with courage. And people trust courage.”

Overcoming Biases and Barriers that Diminish Women's Voices

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Name it

- Assertively reclaim your space — “I wasn’t finished.”

Back each other

- Repeat, credit, and amplify women’s voice.

Redefine leadership

- Collaborative, intelligent, reflective — not just loud or aggressive.

Reshape the System

- Every time you speak, you model new leadership norms.

“Reimagine what leadership can look and sound like”.

Practical Techniques – Public Speaking, Executive Presence, and Influencing Decision-Making

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The rule of three

- Ideas in three clear points.

Stand don't shrink

- Confident body language, authentic presence.

Tell stories

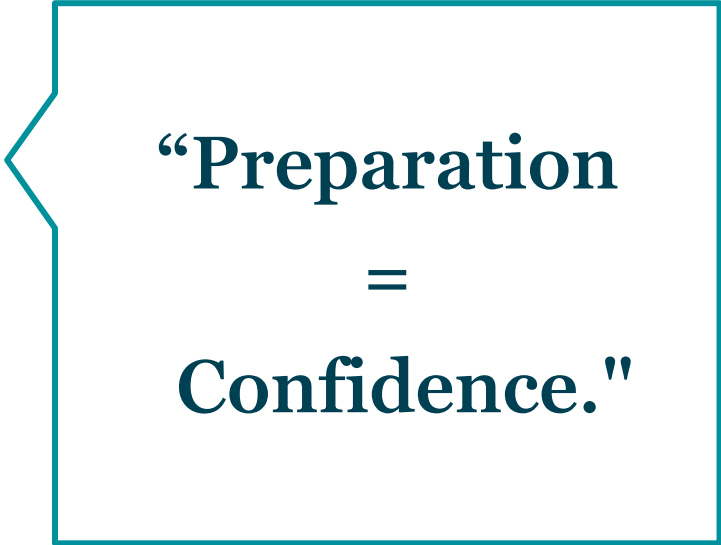
- Facts inform, stories influence.

Speak to the decision-makers

- Align with priorities, add your perspective.

Practice out loud

- Preparation = confidence.



**“Preparation
=
Confidence.”**

The Legacy of Voice

Your Voice Unlocks Potential

- Every word shapes possibility.

Leadership Leaves a Legacy

- Not volume, but value — remembered long after the meeting ends.

Amplify Others

- Backing each other strengthens us all.

Speak With Courage

- Authenticity and values give your voice its power.

**“Speak with impact,
lead with conviction,
and rise together.”**

Thank you

KIMBERLEY MINERAL SANDS
Thunderbird Mineral Sands Project, Western Australia

naif.gov.au



Australian Government

NAIF

Northern Australia Infrastructure Facility