



Colours of Kosciuszko

"WE need to make the walk to Kosciuszko before our knees wear out" she said.

This is where the seed for Pam Padovan's forthcoming exhibition at Bungendore Fine Art was sown.

The artistic culmination



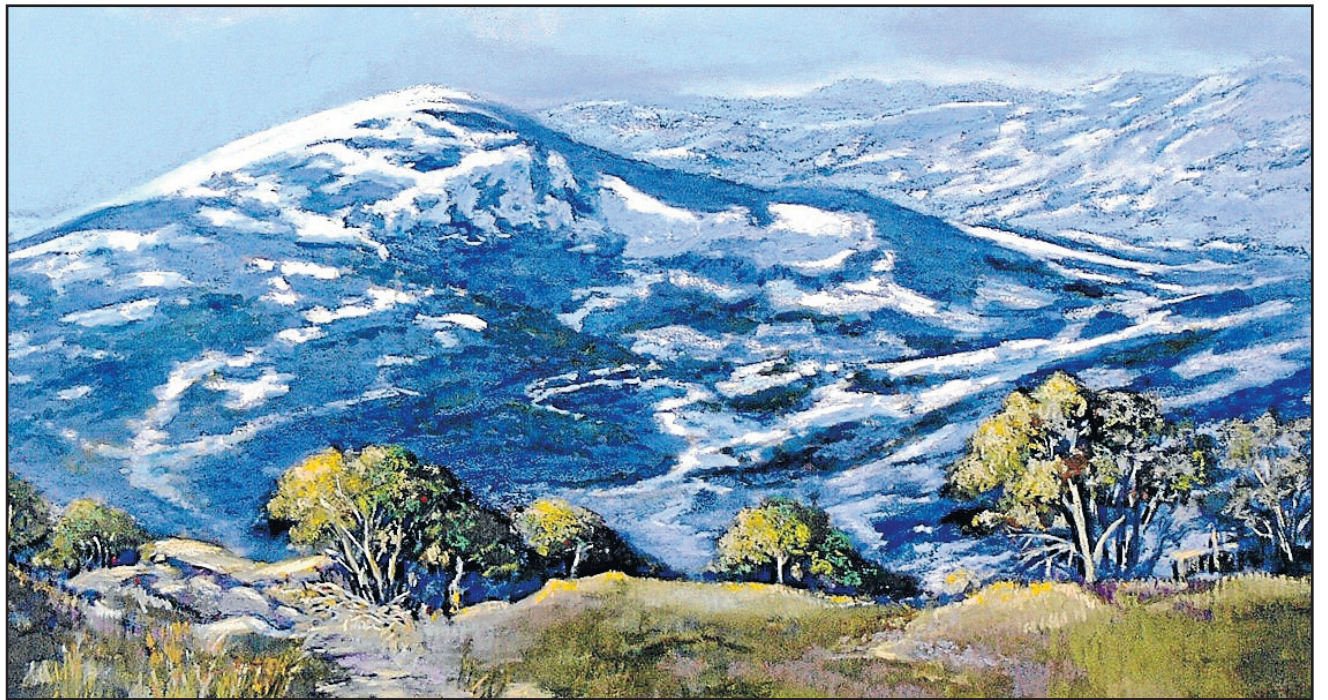
Pam Padovan.

of Pam's walk is an exhibition of pastels on paper - a blend of traditional and contemporary images with some leaning a little towards the abstract. Some smaller works are pastel pencil on black cartridge paper, framed in a classical style.

Pastels were the chosen medium for this exhibition. The pastel textures and broad range of colours available lend themselves admirably to describing the moods of Kosciuszko.

One of eight partners at Bungendore Fine Art, Pam is also an active and long-time member of Queanbeyan Art Society and a past member of ASOC and CAW.

Pam Padovan's exhibition 'Kosciuszko' will be on view at Bungendore Fine Art for the month of May 2013 and you are invited to meet the artist this Saturday from 2 - 4pm.



On the Edge, a work of pastel on paper by Bungendore artist Pam Padovan.

bungendore FINE ART

May Exhibition
open daily 10-4 30

kosciuszko

meet the artist
Pam Padovan
Sat 4 May 2-4pm

42B Ellendon St 62381640 bungendorefineart.com.au

Restoring gender balance

ONE of Australia's most respected directors Graham Bradley AM has urged companies to stop procrastinating and take ownership of gender balancing their businesses by utilising the full range of talent available in the workplace.

Launching 'Guidelines for Gender Balance Reporting and Performance Australia' (the Guidelines) in Sydney this week, Mr Bradley said, "Companies cannot continue to ignore the reality that not enough is being done to advance women into leadership positions. The findings of the 2012 Australian Census of Women in Leadership report makes it very clear that while companies are hiring, training and developing women from the ground up, they are failing to arrest the significant shortfall of women in middle to senior management," Mr Bradley said.

The Guidelines are the brainchild of Women on Boards, which formed a coalition of committed professionals to develop a practical and relevant framework to help organisations measure, report and improve performance in relation to gender balance.

Women On Boards (WOB) executive director, Claire Braund, told the launch that, "the performance guidelines



Women On Boards (WOB) executive director, Claire Braund.

are designed to achieve cultural change, rather than tick boxes on compliance with reporting obligations."

"While there has been some progress addressing gender imbalance at board level in the ASX200, the same cannot be said for women in senior management roles. In fact, less than one in 10 key management personnel in the

ASX 500 are women. If anything, we appear to be going backwards, as the number of women in senior executive positions appears to have peaked at 12 per cent in 2006 and since reduced to 10.1 per cent in 2012. Clearly we need to make some strategic and structural changes in how we work in this country" she said.

According to fellow committee member and director, policy at Chartered Secretaries Australia (CSA) Judith Fox, "Many companies struggle to value what they can't measure and these guidelines will help them understand this data. And like any other financial data, it can create a road map that enables an organisation to track its own performance as it puts in place initiatives to turn things around."

"Without flexible working arrangements to help women balance their caring responsibilities, and without buy-in from the chief executive down, women are dropping out of the promotion cycle."

"Indeed, many are behind the eight ball from day one, with young male graduates receiving on average \$5,000 more than their female counterparts, creating a generation of working women who will never be able to catch up to their male peers either in salary, superannuation or hierarchy."

"One of the initiatives in the Guidelines that any savvy board can put in place is to make improving gender balance a part of the CEO's KPI's, with their bonus tied to outcomes. Doing nothing is not an option. There are steps any organisation can take to see marked improvements," Ms Fox said.

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