

Centuria



COLLECTIVE INDIVIDUALISM





We are delighted to present our latest e-book, which is designed in recognition and celebration of International Women's Day.

Here we present some of our very own female leaders from within the Centuria family and take a look at what drives them in a world that needs to continue to drive diversity, equality and a non-discriminatory outlook.

Centuria is a progressive business undertaking significant growth and we recognise the importance of a diverse team that is focused on talent and not gender. We understand that there is still a clear amount of work to be done globally to close the gender gap surrounding some of the inequalities women can face in the workplace. We must all continue our efforts to lead by example and focus our efforts to both close the gender gap and create truly inclusive workplaces.

John McBain & Jason Huljich

Joint CEOs, Centuria Capital

A black and white portrait of a woman with long dark hair, smiling. She is wearing a dark blazer over a light-colored top. She is leaning on a dark, possibly marble, table. The background is blurred, showing what appears to be an office or modern interior setting.

Susan Wheeldon

Centuria Non-Executive Director
Airbnb Country Manager - Au & NZ

What is International Women's Day?

International Women's Day (IWD) is celebrated each year on 8 March. It marks the social, economic, cultural and political achievements of women around the world. It also marks a call to action for accelerating gender parity.

International Women's Day is about unity, celebration, reflection, advocacy and action and is celebrated differently by countries and communities globally. It is a chance to celebrate all women, in all their diversities. It is a time to embrace their facets and intersections of faith, race, ethnicity, gender or sexual identity, or disability. The colour purple is used for symbolising women. It signifies justice and dignity.

This year, the 2020 campaign's theme is #EachforEqual. This draws on the notion of 'Collective Individualism'; uniting together to create a gender equal world.

Source: <https://www.internationalwomensday.com>

How is Centuria celebrating?

For International Women's Day 2020, Centuria celebrated our women with an inspiring talk from Independent Non-Executive Director Susan Wheeldon. Susan is currently the Country Manager for Australia and New Zealand at Airbnb.

Watch our short interview to see Garry Charny, Chairman of Centuria, chat with Susan about her thoughts on International Women's Day and the challenges she faced as a young business women.





Anna Kovarik

Centuria General Counsel and
Company Secretary

3 things about Anna

- I have a rescue Greyhound called Blue
- I love playing Mahjong
- I used to sail skiffs

What are some key habits that you feel have attributed to your success?

Hard work, being organised and taking a flexible, pragmatic approach.

What's the most valuable piece of advice you have received in your career and how did it help you?

EQ is more important than IQ. Be mindful of how others perceive what you say and do.

What motivates you and drives you on an everyday basis?

I am motivated by the never-ending variety of challenges at Centuria and being able to help find solutions.

What has been a notable point in your career? Has there been an opportunity that has shaped your career?

Probably the two biggest career shifts for me were moving from the UK to Australia as a practising solicitor and then, later on, leaving the hierarchical law firm environment for an in-house legal role at Multiplex. I viewed both moves as an adventure that may or may not work out long term, so there was really no downside. I felt it was worth taking the risk for the experience it would give me.

Who are your female role models?

Everyone has something to offer, good or bad, male or female. I like to observe how others approach situations and take note of what works well and why.

As you transitioned to more executive level roles, what were the shifts you needed to make?

Primarily to my attire.

What advice would you give to other career-driven women?

Don't be a career-driven woman! Well, not to the exclusion of everything else life has to offer anyway.

In today's busy world, how do you focus your work/life balance as a woman/mum/businesswoman?

Making sure my mobile phone is always charged and being fortunate to have kids that are strong, independent and adaptable.

I am motivated by the never-ending variety of challenges at Centuria...



Emily Conduit

Centuria Corporate Operations Manager

3 things about Emily

- I have a fur child called Basil (AKA a miniature dachshund)
- I'm getting married this year
- I love to cook - especially Donna Hay recipes

What are some key habits that you feel have attributed to your success?

Being confident and always happy to take on jobs which are outside of my comfort zone.

What motivates you and drives you on an everyday basis?

Success is what motivates me. Knowing the fact that my work adds to the success of seeing an organisation grow which ultimately leads to personal achievement and success. I also have a strong goal to become a leader within the company which assists with my overall daily motivation.

The financial services industry is often seen as a male dominated industry. What are some challenges you faced? How did you overcome these challenges?

It is an ongoing battle. My view is to not let it get to me to the point that it doesn't let me succeed.

What advice would you give to other career-driven women?

Focus on your goals and objectives and don't wait for an opportunity, create one!

What has been a notable point in your career? Has there been an opportunity that has shaped your career?

My move to Sydney from Brisbane changed my career. I also moved into an operations role which was better suited to my career path and goals. Working for the CFO has also pushed me to another level in my career and I still have a lot to learn.

As you transitioned to more senior level roles, what were the shifts you needed to make?

I have always had a view to help all and you will learn more. As I have developed more in my current role, I have recognised that the need to delegate and to teach others is a valuable lesson to learn to succeed.

In today's busy world, how do you focus your work/life balance as a woman/mum/businesswoman?

I always know when I need to have a time out, have a breather and have time for me. That's what helps me focus. Knowing what needs to be done and my priorities helps me balance my life. I also know that I am at the time in my life where I need to push to succeed in the future.

Success is what motivates me...



Allison Macfarlane

Centuria Distribution Manager



3 things about Allison

- I am married with three teenagers, including a set of identical twins
- I grew up on the Gold Coast and moved to Sydney as a graduate into funds management before my 21st birthday
- I won the Financial Executive Women's Positive Progression Award in 2018

What's the most valuable piece of advice you have received in your career and how did it help you?

Find a mentor and/or trusted professional colleague to share experiences with. This helps provide guidance in many different situations I have faced over decades. Networking also helps as you find others who you can work co-operatively with, be it from a client perspective or someone in a similar role to you.

FEW (Financial Executive Women) formalises this process. The Career Advocacy Program is designed for members to obtain advice, guidance and support from more experienced members. They run circle discussion sessions, an annual conference and a confidential online forum via <https://executivewomeninfinance.com.au/>

Do you have a quote or motto you want to share?

When I was just starting out in my career, I received a letter from one of my clients I had helped through a complaint process. He wanted to reward me for the effort I had put into resolving his issue. He provided the following quote:

“

The longer I live, the more I realise the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness or skill. It will make or break a company...a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past...we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude...I am convinced that life is 10% what happens to me and 90% how I react to it. And so it is with you...we are in charge of our attitudes.” - Charles Swindoll

In today's busy world, how do you focus your work/life balance as a woman/mum/businesswoman?

You've heard this before, but work/life balance is possible but not always at the same time. There will be times or stages of life when you feel out of balance. I think the most important thing is to understand what is important to you, then communicate with your employer, manager, partner and children, particularly the children as they become older.

...the most important thing is to understand what is important to you.



Vijitha Yogavaran

Centuria Heathley Fund Manager

3 things about Vijitha

- I have a beautiful family with three kids - the eldest is 10 and the youngest is 2
- I have a Sri Lankan heritage, contrary to everyone's belief
- I enjoy cooking and love hosting friends and family

What are some key habits that you feel have attributed to your success?

I'm an early riser and this gives me a few extra hours in the day. I believe in planning which allows me to execute deliverables effectively. I nurture teamwork and trust that ensures the desired business goals are delivered.

Who has been the biggest influence of your success?

My mother and my husband. My mother has always encouraged me to be an independent woman and instilled a mindset in me that anything is possible in life if you put your heart and soul into it. My husband is a feminist and has always understood how important it was for me to have a career.

What advice would you give to other career-driven women?

Tell yourself you can do it! Keep yourself honest and transparent with your team, so they understand and are supportive. If you are a working mother, then don't let yourself feel guilty about not being perfect. If you have to leave early to pick up the kids or attend a school appointment, do it. Cherish your family times. Once you know you can take care of your family, you will have a clear mind and dedication to give your best to achieve your career dreams.

What motivates you and drives you on an everyday basis?

The varied aspects of the current role challenges me. Every deal and situation is different. It keeps me on the edge to find solutions that ultimately drive investor value. Having a trusted team makes the experience more exciting.

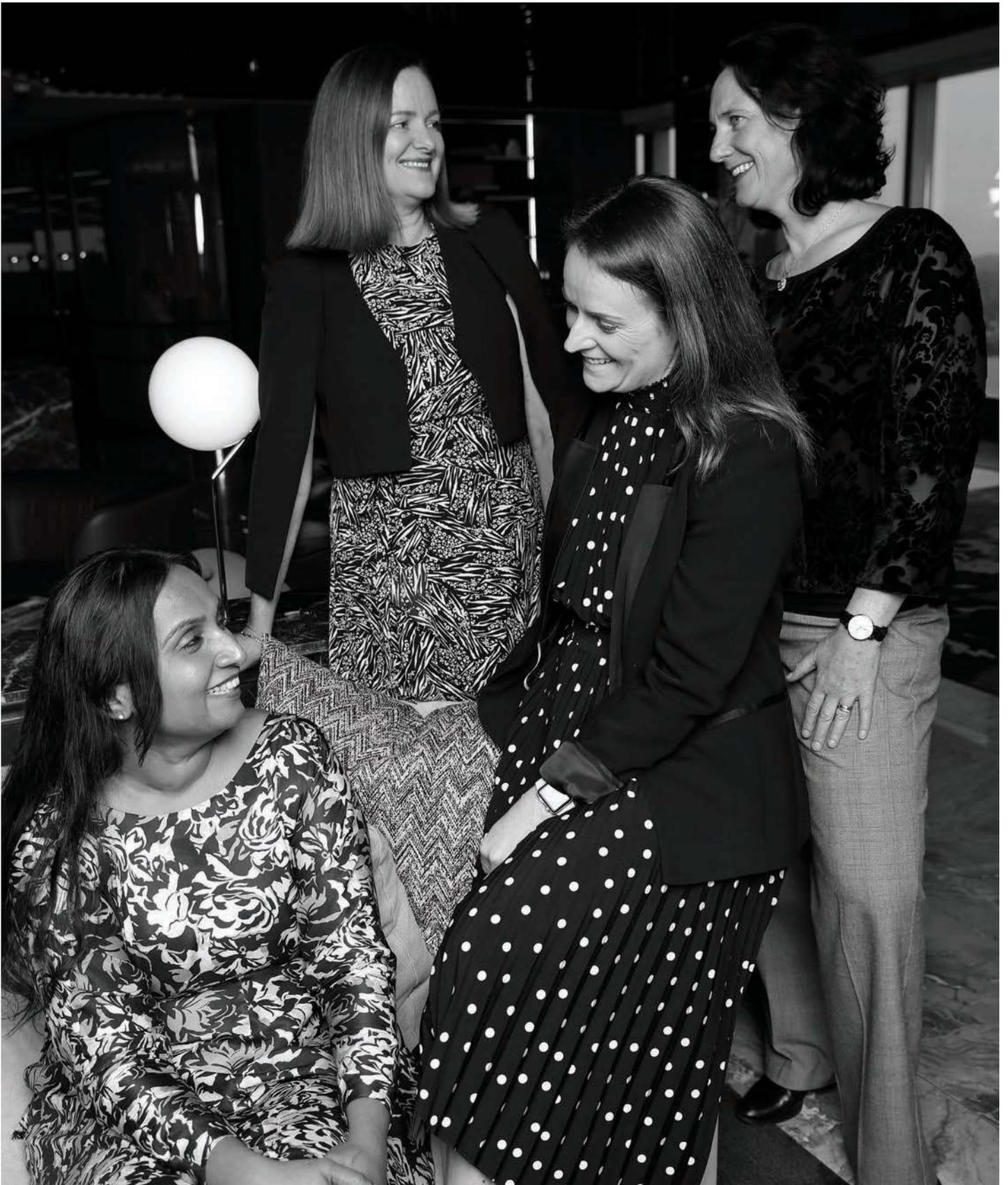
What has been a notable point in your career? Has there been an opportunity that has shaped your career?

I started my career in the property industry 13 years ago with Investa and it was my second job in Australia. I learnt a lot both from a technical skills perspective as well as my soft skills. I was also fortunate enough to work with some inspirational leaders who helped me to grow.

In today's busy world, how do you focus your work/life balance as a woman/mum/businesswoman?

It's definitely a challenge, especially when you don't have a family support system around you. While it's not perfect and I (and my husband) do feel guilty about missing out on kids' school activities, I do my best to attend events where feasible and try to give my undivided attention when I'm home. The weekends are completely dedicated to my family. With the technologies available at our disposal, organisations can better facilitate flexible work arrangements to their employees.

My mother has always encouraged me to be an independent woman...



Centuria

#IWD2020 #EachforEqual