



Senior Leaders Retreat

Padma Resort Legian, Bali

19 - 21 March 2025



Padma Resort Legian

The Padma Resort Legian is acclaimed as a five-star art sanctuary, encompasses within 9.6 hectares of tropical landscaped gardens, with over 400 guest rooms, and world class facilities. Boasting six swimming pools, fitness center, tennis courts, yoga classes, kids club, spa and seven restaurants. The perfect location to mix business with pleasure.



Senior Leaders Retreat

Padma Resort
Legian, Bali

19 - 21 March 2025

WED
19
MAR

11:00 AM

Green Village Tour &
Model Making Course

Optional Activity

6:00 PM

Twilight Tides:
A Sunset Welcome Function

Azul Beach Club,
Bali Mandira Beach Resort & Spa

THU
20
MAR

9:00 AM

Senior Leaders Retreat – Day 1

Amherstia Meeting Room,
Padma Resort Legian

6:30 PM

Feeling the Bali Vibe Dinner

Bali Mandira Beach Resort & Spa

FRI
21
MAR

9:15 AM

Senior Leaders Retreat – Day 2

Amherstia Meeting Room,
Padma Resort Legian

6:30 PM

Beachside Dinner

Ku De Ta Restaurant, Beachclub & Bar

SAT
22
MAR

7:30 AM

Explore Lembongan

Optional Activity

Meet your Presenters



Rob Ashley

Principal Consultant
Inflow Consulting

Rob, is an experienced consultant and facilitator who has worked with organisations across Asia Pacific, Europe, and North America. With over a decade of experience in Organisational Development, Rob has worked extensively with business leaders to improve performance by creating the conditions for people to work at their optimal level. Rob's work with clients is informed by a desire and commitment to understand their unique context before applying an evidence-based approach to enhance performance.

Rob holds a Master of Science in Organisational Development and is an accredited Leadership Coach. In 2016 Rob's passion and dedication to achieving positive outcomes for his clients was recognised by the Australian Financial Review's Professional Services Awards. He was nominated in the category of Australia's most client-focused consultant and he continues to bring this focus and dedication to his clients today.

Joshua Baldwin has been a dedicated professional in the strata industry since 2011 and is currently the Principal and Executive Director of Munro Property Group in South Australia. His involvement with the Strata Community Association (SCA) began in 2013, where he served as a Chapter Board member and later President of the SA/NT Chapter. During his six-year presidency, he led the successful merger of the South Australian and Northern Territory chapters, fostering greater industry collaboration.

In 2023, Joshua became Immediate Past President to focus on national initiatives, serving as Vice President on the national board and driving key policy changes. In July 2024, he was appointed President of SCA Ltd. His leadership includes active participation in advisory groups on government relations, marketing, events, and the Strata Electrical Vehicle Infrastructure Taskforce.

Joshua is also a strong advocate for mental health awareness and work-life balance in the industry. His community involvement and volunteer work further demonstrate his commitment to building vibrant, connected communities.



Josh Baldwin FSCM

President
SCA Australasia

Wednesday 19 March

11:00am - 5:00pm

Green Village Tour & Model Making Course - *optional additional activity*

Join us for an experience like no other, as we travel to Bali's own Green eco-village, perched on the Ayung River and surrounded by forest. A tranquil compound hosting bamboo houses and villas. Situated near the world-famous Green School, the village has been recognised as one of Bali's most remarkable communities in sustainable living and housing.

Our tour will take us through a half day walking tour of the village, gathering in the communal dining area by the swimming pool before enjoying an informative guided tour around our bamboo houses. We will learn how the compound operates sustainably. Additionally, we will have the opportunity to learn how to make a bamboo house architectural mock-up. Scaled structures made of hand-whittled bamboo sticks.

Places are strictly limited at 20 for model making and will be allocated on a first in first serve basis. Those not wanting to partake in the model making are welcome to spend this time around the pool.

Not included in delegate registration. Individual bookings \$80.

6:00pm - 9:00pm

Twilight Tides: A Sunset Welcome Function

Start your retreat on a high note at Azul Beach Club, a tropical paradise set against the stunning backdrop of Bali's coastline.

Located next door to the conference venue of Padma Resort, the Azul Beach Club, will provide a beautiful the informal yet captivating ambiance of our opening event. Indulge in an array of exquisite food and drink, as you forge new connections and rekindle old ones. This is the perfect setting to relax, network, and socialise with your peers in the strata community.

*Included in Full Delegate Registration and Social/Partner tickets
Individual bookings \$200*

Thursday 20 March

Senior Leaders Retreat – Day 1

Amherstia Meeting Room, Padma Resort Legian

9:00am - 9:30am

Welcome from the Facilitator

9:30am - 10:30am

Leadership Playbook - Rob Ashley

When it comes to the business of leadership, there is no comprehensive technical manual that will provide the answer or fix for the unique challenges our roles present. Technical manuals help us navigate complicated machines and systems, but the role of leader is not just complicated it is complex.

In order to navigate complexity effectively leaders need to apply judgement, intuition, leverage their many years of knowledge, experience, successes and failures towards a desired yet unknown outcome. The Leadership Playbook doesn't provide leaders with all the answers, but it will support you in enhancing your situational judgement and becoming a better leader.

10:30am - 10:50am

Morning Tea

10:50am - 11:35am

Leadership Playbook Continued - Rob Ashley

11:35am - 12:30pm

The Future Path - Josh Baldwin FSCM & Alisha Fisher

Join the discussion on all things SCA that are due to affect the strata sector. This will include early insights provided by the consultant on the Ethical Business Review and an update from the President on the Nationalisation conversation.

Kyra Murphy FSCM, SCA (WA) President and Kerrin Simmonds, SCA (WA) General Manager will be there to answer any WA related questions that may arise.

12:30pm - 1:30pm

Lunch

Thursday 20 March - Continued

1:30pm - 3:00pm

Driving Staff Engagement - Rob Ashley

Research indicates the performance benefits of having an Engaged & Enabled team can deliver an uplift of up to 30% in bottom line business results. In this session we will explore the conditions of highly engaged teams, and the levers you can influence as business leaders to drive higher levels of engagement in your organisation.

3:00pm - 3:20pm

Afternoon Tea

3:20pm - 4:20pm

Leadership insights from outside of Strata

Alistair Gibney, Managing Director, Body Corporate Brokers (BCB)

Anirudh Kakulapati, Chief Customer Officer, CHU Underwriting Agencies

Tim MacKenzie HFSSP, Associate Director, Macquarie Bank

Damien Moran, Managing Director, EnergyTec

What can strata leaders learn from businesses beyond their own sector? Plenty!

This panel session brings together senior representatives from SCA (WA)'s Platinum Sponsors, Body Corporate Brokers (BCB), CHU Underwriting Agencies, EnergyTec and Macquarie Bank to share real-world leadership strategies that have helped them thrive.

Hear how these leaders:

- Build and support strong teams to drive success.
- Plan for sustainable growth and future opportunities.
- Tackle succession planning to ensure their organisations remain resilient.
- Integrating corporate social responsibility activities
- Navigate challenges and adapt to changing landscapes with confidence.

Refine your strategy, inspire your team, or prepare for what's next, this session will arm you with practical takeaways to elevate your leadership game.

4:20pm - 4:30pm

Review and close Day 1

Thursday 20 March - Dinner

6:30pm - 10:00pm **Feeling the Bali Vibe Dinner - Bali Mandira Beach Resort & Spa**

Enjoy an evening of the Bali Island Vives – join your fellow leaders for a relaxing poolside dinner that will evoke the Balinese experience, with live entertainment and delicious Balinese food in the exquisite gardens of the Bali Mandira Beach Resort and Spa.

Take this chance to connect, exchange stories, and take in the island atmosphere with delicious food, great company, and engaging conversations.

Included in Full Delegate Registration and Social / Partner tickets
Individual bookings \$250

Dress Theme: Island Vibes

Friday 21 March

Senior Leaders Retreat – Day 2

Amherstia Meeting Room, Padma Resort Legian

9:15am - 9:30am

Welcome back and refresh

9:30am - 10:30am

Igniting the Fire in your younger team members and clients - Josh Baldwin FSCM

Are you ready to inspire the next generation of strata professionals and clients?

Younger team members and clients are reshaping the strata sector with fresh perspectives, new expectations, and a digital-first mindset. This provides a new challenge for leaders as they navigate the ways to engage their colleagues and clients to engage them in ways that spark passion, commitment, and long-term success.

10:30am - 10:50am

Morning Tea

10:50am - 12:25pm

The Process and Psychology of Change - Rob Ashley

"The pace of change has never been this fast, yet it will never be this slow again." This quote from Canadian PM Justin Trudeau captures perfectly why effective change management is critical for contemporary organisations, however research suggests that as many as 75% of change initiatives fail to deliver on intended outcomes.

With this in mind business leaders need to be adept in not only the process of change but also the psychological journey their people, customers, and they themselves will experience during periods of significant change.

12:25pm - 1:25pm

Lunch

Friday 21 March - Continued

1:25pm - 2:25pm

Innovation – Challenging the Status Quo - Rob Ashley

Do you ever hear your staff or maybe yourself saying “*that’s the way we’ve always done it*”? More often than not there will be a reason that processes and ways of working remain consistent over time, they are likely to be fit for purpose, your staff have become experts, or there are no obvious alternatives.

Challenging the status quo isn't about ripping up the rule book but instead encouraging a mindset of continuous improvement by creating an environment where people feel empowered to innovate within their roles.

In this session we will explore case studies in innovation from business, sporting teams, and day to day life in order to support you in challenging the status quo in the organisation you lead and the industry you operate within.

2:25pm - 2:45pm

Afternoon Tea

2:45pm - 3:30pm

Strata Sector Workshop - Facilitated by Rob Ashley

Delegates will be broken into groups to discuss, workshop and share about specific areas of interest to them relating to the strata sector. An opportunity to delve into issues, challenges and opportunities to help determine the way forward, best practice or just receive support and advice.

3:30pm - 4:00pm

Open Forum - Facilitated by Rob Ashley

Delegates will re-form as a group and take this opportunity to continue discussions from the workshop, or raise other matters for consideration and discussion by all.

4:00pm - 4:15pm

Wrap Up and close of the 2025 SCA (WA) Senior Leaders Retreat

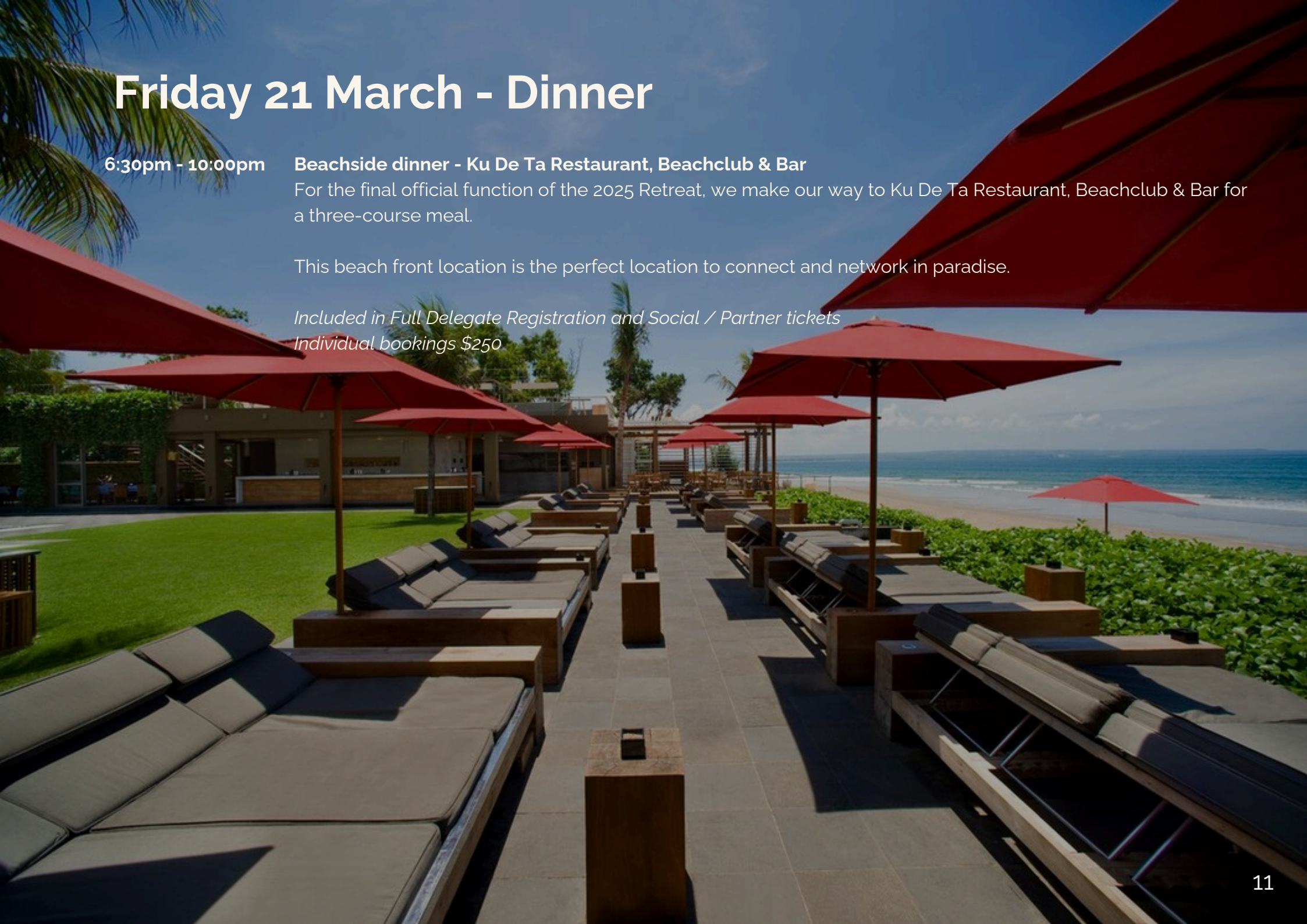
Friday 21 March - Dinner

6:30pm - 10:00pm Beachside dinner - Ku De Ta Restaurant, Beachclub & Bar

For the final official function of the 2025 Retreat, we make our way to Ku De Ta Restaurant, Beachclub & Bar for a three-course meal.

This beach front location is the perfect location to connect and network in paradise.

*Included in Full Delegate Registration and Social / Partner tickets
Individual bookings \$250*



Saturday 22 March

7:30am - 5:00pm

Explore Lembongan - *optional additional activity*

Enjoy a day exploring the island of Lembongan with this optional additional activity for just \$165.

We will be collected from the Padma Resort and will then board a boat over to the Lembongan Beach Club. We will then have five hours to enjoy the beach club, either relaxing by the pool, or taking part in activities like snorkeling, or banana boat rides or explore the coral reef restoration tour or the Lembongan village.

With lunch and snacks provided and return trip included, this will prove to be a magical end to the Leaders Retreat.

Not included in delegate registration. Individual bookings \$165.

1:1 Coaching

Leadership coaching involves personal and professional development in a confidential relationship between the coach and a leader of an organisation. It is also a collaborative relationship with its core purpose to enable the process of overcoming business challenges.

For a senior leader this is generally by enhancing their performance through the development of new skills, insights, and better decision making. In turn, this impacts the leader's team, the entire organisation and has flow on effects for clients of the organisation through better service.

As part of the SCA (WA) 2025 Senior Leaders Retreat, participants have the opportunity to access a 1:1 coaching session with our facilitator and accredited coach Rob Ashley. Places are strictly limited, to enquire about booking please email events.wa@strata.community.



Rob Ashley
Principal Consultant
Inflow Consulting

Registrations for the SCA (WA) Senior Leaders Retreat close 5pm on Monday 24 February 2025. for more information go to wa.strata.community/slr25 and to register completed the [SLR2025 Registration Form](#) via the QR code.



Thanks to our Sponsors

The 2025 Senior Leaders Retreat is proudly supported by SCA (WA)'s Platinum Sponsors:

