A summary of @MarieMcInerney’s Twitter thread from a presentation by Christine Nixon (@chrisnixon1853) at #GiantThreads19. Leadership and change during difficult times.

This five-page compilation was produced for Croakey News, November 2019.

Now hearing at #GiantSteps19 from afternoon keynote, Christine Nixon @chrisnixon1853 – Victoria’s former police chief, recently elected chair of @RACGP Her address: Leadership and change during difficult times.

Here’s an excerpt from Christine Nixon’s book Fair Cop, cowritten with @jo_m_chandler. There were 130 women, 8,000 men in NSW police force when Christine Nixon joined up - was a quota! Her father, a police sergeant, told her there was "no future for women in policing".

Christine Nixon telling her journey, being elected to the police union, studying at Harvard, then a "shy retiring man" John Avery became Police Commissioner in NSW with a different approach, she became his advisor.

Moved into management, 300 people under her: "the difference you can make in people's lives is just phenomenal. That opportunity goes towards how you might manage in difficult times."

"Never let a crisis go by". You can either see it as 'nothing to see here' or 'this is a significant opportunity for us to think differently'. Maybe we're at that point now in health care, says Christine Nixon.

"Nobody came and got me, I just applied". Christine Nixon on how she applied for the job of Victorian Police Commissioner, after her dad rang about the vacancy.

Christine Nixon on post-2009 Victorian bushfires recovery work: I saw people doing things that they never thought they be able to do. Never underestimate the power of people.

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Christine Nixon quotes Hugh Mackay #GiantSteps19.
Lessons from @chrisnixon1853 – we’ve been seeing horrendous stories from health and aged care systems, fundamental issue behind those is lack of respect.

“If you just have a great idea and wonder why it didn’t take off: may be partly about the environment and timing. If you’re pushing people who are already flatout...all of us know what it looks like if you just throw seeds onto a garden bed.”

Find partners: @chrisnixon1853 talks re work on NILS, no interest loans for poorer people, via @GoodAdvocacy - worked with lots of partners, 200 NFPs, a significant number in Aboriginal communities so people didn’t get exploited, but also big corporates etc.
"They had my back, they know me as a person." Key parts of caring and managing people well. For me, with bushfire communities, with microfinance, and now with (my role at) @RACGP- big question is, how do you create public value?
You gotta know when to fold ‘em: Christine Nixon invokes Kenny Rogers with lessons on resilience and renewal. You can’t do it all.
Banning alcohol in police stations caused lots of opposition but was a very important move to embed more respect, says Christine Nixon.
What Victoria did in bushfire reconstruction fund "was amazing: thoughtful, cautious work, we built villages, hotels in Marysville, lots of support for kids: don't limit who can be partnered".

Decision by @chrisnixon1853 to let police march in uniform and to join them in Gay Pride March in 2009 also copped much opposition at senior levels, and media - "don't bring your Sydney ways to Melbourne".

"They were trying to make me afraid," Nixon says of warnings from senior police re death threats if she marched in Gay Pride Parade. Good she said, we'll get more police there. "If you want to make important change, don't let people make you afraid".