



ROYAL AUSTRALIAN AIR FORCE

Podcast Transcript

Conversations on The Runway – Women in Leadership in Defence – Episode 3

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Michael:

As a young woman, Anthea Lee was expected would like most of the women in her family, a family of long and proud Greek heritage, marry young and start a family. That's just how it was done and nothing wrong with that. Anthea's ambitions however, at the time where otherwise. And one day she found herself overlooking her new workspace, the vast expanse of the Indian ocean onboard the supply vessel HMAS Westralia, having been the only one of her graduating class to be given an immediate sea posting with the Royal Australian Navy at just 19 years of age. The Navy quite rightly saw that there was something special about Anthea and she went on to serve in many more postings and eventually active deployment in the Middle East, before being given instructional roles and finally making the excellent choice of transferring her considerable talents to the Royal Australian Air Force but that's only a small part of the story.

Michael:

My name is Michael Veitch and on Conversations on the Runway today, we're looking at women in leadership. What makes our women leaders tick? What's their journey and does it differ from that of the blokes? And what better person to meet today than Sergeant Anthea Lee? Anthea, Hello.

Anthea:

Hi Michael, how you going?

Michael:

Let's jump ahead a little bit into that story before we go into your background, do you remember what was going through the head of that 19 year old girl as she stepped aboard that great big ship for the first time?

Anthea:

It was just a lot of excitement at the time, to be honest. It was a brand new world, new adventures to be had on the other side of the country from the family. I just wanted to wait and see what happened. Yeah.

Michael:

Why do you think it was that you were the only one of your class to be posted so quickly and immediately to sea?

Anthea:

Ah look, I think it was a combination of things at the time. There was probably about 12 of us all up. I was willing to be posted anywhere at the time because essentially, aside from my immediate family, I didn't have any other responsibilities or connections. I had the availability and then the grades were quite good as well. I guess, they wanted me to be a go out and consolidate all of that training straight away.

Michael:

Do you come from a service background?

Anthea:

The only connection I had to the service was that my dad did Navy reserves when I was growing up but aside from that, there's not really much of a connection in my family, unlike a lot of others that are in the defence.

Michael:

How old were you? From what age do you think you remember thinking that, "I actually wanted to be in the Navy and serve?"

Anthea:

Oh, I could pinpoint the exact moment, Michael. It was when I had the recruiting staff that go out and do visits to the high schools. I was in year seven and the recruiting came out to my school, my high school in Hobart. And they just told me about this world of adventure and all these exciting things to do. And so that yeah, really invigorated me and there was nothing else. There was nothing else I ever wanted to do from that minute than to join the Navy.

Michael:

That's great to know.

Anthea:

I believe so, yeah.

Michael:

Do you remember actually telling your family, "Mum, dad, grandma, I want to join the Navy and go to sea."

Anthea:

Yeah, I do. I do remember saying it and the response was, "Okay, work for your grades and we'll see what happens."

Anthea:

I'm not sure that they actually believed it would come to fruition but yeah, there was definitely support.

Michael:

"You know Anthea, she'll get over it."

Anthea:

Yeah, "It's a phase."

Michael:

Yeah, it's a phase. Oh, it's a phase that's lasted a long time.

Anthea:

It has, it has.

Michael:

When the actual training began as ... How old were you when you went to Cerberus?

Anthea:

I was 18 years old.

Michael:

It is mighty young.

Anthea:

It is. It is now but at the time I just thought, "Well, this feels pretty normal."

Anthea:

Most of my friends were going off to uni. My older brother and sister was still living at home at the time, so that was pretty normal for a Greek family into young adulthood and mid adulthood, having children living at home. And I just thought, "Well, I'm just going to go and give this a try for six years and see what happens."

Michael:

Was it what you expected?

Anthea:

I didn't really have any expectations, to be completely honest.

Michael:

Very wise perhaps, very wise.

Anthea:

It is, it is. You don't have expectations, you won't be disappointed. It was very hard. It was extremely hard going from a very strong family orientated background and launched into this 10 weeks of recruit school where you didn't know anyone, you didn't know what you were doing for the next hour, let alone the next three, four weeks. And you're just forming these bonds that are incredible. And I still have people I keep in contact with from recruit school now. And yeah, so it was really, really difficult but also made a lot lighter with the friendships that you make throughout the way.

Michael:

How do those friendships ... Well, you had to start new friendships when you went to sea didn't you because presumably, being the only person to be placed at sea after Cerberus, those friendships were put on hold for a while and you had to make new ones again when you went on board the Westralia?

Anthea:

That's correct. And then also, in addition to that Michael, every time you post really, you start to form or have friendships where they repeat over time because you might be posted to the same areas that perhaps you were with someone three postings ago but yeah, that's a very unique part of the service, that you meet so many people. That has its positives and difficulties with it but for me, the positives far outweigh ... You've got friends everywhere in Australia and throughout the world, even. And when things get tough, you can really rely on those friendships because they're the people that know how you're feeling or know what you might be going through with the uniqueness of service, I guess.

Michael:

From the Westralia, you were posted to HMAS Arunta and HMAS Darwin. How were those experiences for you?

Anthea:

Ah look, I've got great memories from both ships. Straight away, the highlights in my mind, when I was on Arunta, we were fortunate enough to go ... We had a great trip with many ports but my highlight is definitely Vladivostok in Russia.

Michael:

Vladivostok.

Anthea:

Yes, it was just magic, absolute magic. One of the first ships in ... I think it was about 20 years, since the last Australian ship had visited. It was fantastic for Australia and for Russia in the sense of building relationships but obviously for the crew on board, we had been away for a significant amount of time. To get that rest and relaxation happening, it was just a fantastic trip all around.

Michael:

Because in the old days of Vladivostok in the Cold War days, it was one of the most secret places on earth. I think it was the old Soviet submarine base, wasn't it?

Anthea:

Look, I couldn't confirm that with you right now but yeah, it certainly was not a regular port visit for Australian ships at the time, that's for sure.

Michael:

How did Russians react to a young Royal Australian Navy crew in their town?

Anthea:

They were so welcoming and we had the best time. They were fantastic hosts, asking lots and lots of questions about what life in Australia is like. And yeah, it was just a fantastic trip.

Michael:

Russia and you said Japan, Dubai, India, not a bad way for a girl from Hobart to see the world.

Anthea:

Yes, absolutely agreed. And doing it with your mates on the way because you're forming these friendships, the people on the ships with you do become your family because you are living with them 24/7 for very long periods of time. And so when you do get that relaxation time, you can go for a nice meal. You can go for a couple of ... Well, a couple of beers and just let your hair down a little bit. And it's just a truly incredible experience.

Michael:

Your job on the ship though Anthea, you gravitated towards communication and information systems. Why was that and what did that involve?

Anthea:

At the time when I joined, two jobs had amalgamated together, called radio operators and signalman. Basically, two facets of my job were up on the bridge, you'll quite often see on a Navy ship and merchant ships, they'll have the flags that fly. And it looks very fancy when they come in every now and then. And they put all the flags at the front and the back of the ship.

Michael:

Yeah.

Anthea:

I was involved in Morse code, flashing light, semaphore and the flags up on the bridge. And then down in the radio operations room, we would deal with getting messages on and off the ship essentially, through different methods of communication. For me, what really drew me was the flags

and the flashing light and the talking on radio circuits, that very much went down my alley and it was thoroughly enjoyable job. That's what drew me to that job particularly.

Michael:

You learnt Morse code and semaphore, they seem such ancient arts now.

Anthea:

It does. It does but I'll tell you what Michael, when everything else ... The ship loses power during an exercise or for real, that's the method that you've got to go to, to communicate with other ships around you. Although they may not be as popular or as common as they used to be, when everything else is gone, they're very useful, very useful skills to have.

Michael:

There we are in 2021 and there's still situations where someone such as yourself has to tap out dials on a little key.

Anthea:

Yeah. Look, I can't speak for now on the ships because it's been about 12 years since I've left the Navy but I know they still use the flags for communicating and manoeuvrability of ships. Absolutely. Yes, that's right.

Michael:

After your time at sea, you came back to instruct. Is that something that you wanted to do?

Anthea:

Yeah look, I've always had a deep fascination with people and teaching and influencing, I guess, is probably the word I'm looking for. Instruction was something I always would strive to because generally, you don't do that at the lower ranks. That's the middle ranks to higher ranks because you need the experience to go with it. That was a job that I'd worked towards. And when I was fortunate enough to get down to Cerberus to do that, it was a really, really enjoyable posting, which subsequently, was just before I came across to the RAAF.

Michael:

And in which you have a leadership role now. I'm guessing Anthea, that the times in which we live, a lot of modern leadership, not just in the RAAF, all through the ADF has become more nuanced over time and focuses not necessarily on barking orders and seeing that they're followed to the letter but finding ways to get the best of people. Would you agree with that?

Anthea:

Oh, absolutely. And I would also go a step further to say that the ADF is very much recognising this now. We've got new doctrines and new things that are coming out with our leadership and what we're teaching. It's more about empowering people, evolving our culture into a learning, open culture where people are free to ask questions, to be inquisitive and finding out more about the reasons behind the why, why are we doing these things? And when you have that, I think someone

who is leading will get a lot more buy-in from their followers, if the followers understand why they're doing something. Yes, I agree with what you're saying. Look, there's times appropriate for having to be very stern with our leadership but where we can, it's really important these days to seek input from your followers or from the people that you're leading and try and make that rounded decision, very much now, more so than what it was a snap decision or your decision, more so than you and your team's decision. I absolutely agree with your statement there.

Michael:

Because young people don't have the same ways of thinking necessarily or not entirely the same ways of thinking that we had. And they do need to be carried along with the programme. They're more independent, they're more inquisitive.

Anthea:

Look, I see so much opportunity with the people that are joining now. I just feel like they're so much smarter, so much more inquisitive, so much more innovative. They've got all these thoughts racing around and we're getting to the point, not just with defence but in any leadership, where we're starting to listen to their ideas. And that comes with a caveat though, that there are going to be times when we can't do that and there are going to be times ... I'm thinking through recruit school or their initial training, where that that might be stifled to a certain extent because we need to get them thinking the defence way, whatever service they're in. They are going to have times where perhaps they need to draw that back a little bit. However, once they get through those periods, I feel that we're shifting very much in our culture to now ... And I'm talking about RAAF specific but also ADF, we're shifting now to encourage that inquisitiveness and that innovation where possible and where appropriate.

Michael:

A one-star told me not too long ago, that one of the most interesting things in his career was that very, very few kids come through thinking, "Oh, I'll join the ADF because I can't think of anything else to do."

Michael:

They're far more highly motivated and they bring so much more to it than often young recruits did back in the day.

Anthea:

Yeah. Look, I'd rather agree with that statement. And that's what I mean, we have so many amazing people. We have amazing people in our service that have been around for a long time but also the calibre of people that are joining and the reasons that they're joining are truly phenomenal. People are choosing to come. They could be going out into industry and earning six figures quite young but some of them are choosing to come and serve our country instead of doing that, purely because of the pride or the family history connection or just because they want to do something different. Yes, absolutely. There's a lot of very amazing people in our service coming through the ranks and also quite highly ranked, that are there to coach and lead and encourage these new people, the new generation coming through. Yeah, it's good.

Michael:

Anthea, you saw active deployment in the Middle East.

Anthea:

Yes, I did.

Michael:

Do you remember crossing that threshold in your mind when you were aware that you were placing yourself in potential but direct physical danger? Was there a moment where you said, "Oh heck, this is different. From now on, this is going to be different."

Anthea:

Yeah. Look, when I was in the Navy, I distinctly remember conversations as that ... I think I was trying to get on one of these ships that was rotating over for a deployment for quite a few years. It was almost a bit of a competition amongst the crews to try and get on a ship that was going over there because we wanted to go and serve the country. We wanted to go and put into place all this training that we've done over the years, to do it for real. At the time I didn't see it as a threat. I didn't really feel in danger because we were that excited to be going over there. I didn't really feel it. People around me, my family, friends, they were quite concerned and nervous about it. It wasn't probably until we were a good way, maybe two thirds through it that I sat down and I thought, "Oh. Actually yeah, this is a little bit scary."

Anthea:

Yeah. It wasn't until two thirds of the way through, that I realised ... Actually, I sat down and I had a bit of time and I thought, "Yeah, this is a little bit scary,. probably a little bit dangerous."

Anthea:

... but we were so close to probably getting home by then that it wasn't such a big deal anymore. I was fortunate in that respect.

Michael:

Now, you were deployed, was it on the Westralia you were sent to the Middle East?

Anthea:

I went across on HMAS Darwin.

Michael:

On Darwin.

Anthea:

Yes, yeah.

Michael:

Tell us about that vessel for people who don't know.

Anthea:

It's a frigate, FFG, its side number is 04, HMAS Darwin. Yeah. Basically, we were over there in a counter-terrorism and anti-piracy operation to basically help out the reconstruction and rehabilitation of Iraq and their region. Our job involved basically, patrolling the waters to make sure that there was no illegal activity going on. And then we also supported some of the oil rigs of that area, working with coalition partners. And yeah, that was the essence of why we were there, essentially.

Michael:

Did you feel during that deployment that you are a part of something very, very big? I certainly would have.

Anthea:

Yes, I did. I did. Look, again, we were just ... In my mind at the time, we were just doing our job, so it wasn't a big deal but yes, absolutely. We were part of a bigger force and we were helping, that was probably the sense that I sat with the most, was that we were helping. You could probably ask most of the sailors that have been there in the past and recently and you might get a similar answer. We were just doing our job. It wasn't anything that special but in reflection over the years, it took me quite a while to accept that that was something quite special that we did. Yeah.

Michael:

Did you notice Anthea, that people behave differently under that pressure?

Anthea:

My immediate answer is no because again, like I said, we all thought we were just doing our job. We just went about our day the way that we would any other day. And sometimes things would pop up that might've been unexpected but when you work and live with people for so long, you get to know each other in a more intimate way, I guess and how people's minds are thinking.

Anthea:

I mentioned before that I'm quite fascinated by human interaction and nature. And if you ever want to see a highly function team working together, put them on a ship for six months together and you'll see the highs and lows but you'll see the very, very best in people as well when it comes to ... There might be some of that you may not necessarily get along with, which is human nature. You can't put 300 people on a ship together and not expect them to have some squabbles but at the end of the day ... And this goes for the ADF in whole, you've always got their back. You'll always look after them, even if it's someone that you don't necessarily get along with, you'll always have their back. That's something really lovely that I find throughout my service.

Michael:

It must be a crash course in learning about people, your job.

Anthea:

It is but it's so fascinating. Another favourite pastime of mine is to just people watch. Now, whether that's at work or at a cafe on a weekend, I just find the interaction so interesting. And your mind wonders about, "What are they talking about?"

Anthea:

And watching body language. And even when I speak to someone, I will really try very hard to listen and hear what they're saying and be prepared to learn something or be excited or fascinated about something that they're saying. And if you truly do that, the amount of information and thought processes that you can learn about people, your teams, your family, your friends, if you just take that time is phenomenal. It's really amazing. If you just try it for a couple of conversations, I think you'd be really pleasantly surprised.

Michael:

Oh and the reaction and the joy and the response you get from someone who realises that they are being properly listened to ... And I've found this doing interviews and things like that because often people are not listened to but when they are listened to, it's almost as if they come alive, isn't it?

Anthea:

Yeah, absolutely. I tell you, people love speaking about themselves in general. They will, they'll say, "Oh no, I don't want to talk."

Anthea:

... but if you ask the right questions and you get them talking, it's really exciting to hear what can come back from them. It's yeah, really good.

Michael:

Do you think you could have done your job in training and instruction as well, had you not been deployed actively?

Anthea:

Yeah. Look, I think I could have. I just think it adds another layer to your awareness, to your experience. It's just a different way of seeing people, a different way of seeing things from the experiences that you've had. I think I could successfully still do the jobs that I've done and I'm now doing but I guess you can relate to that many more people perhaps, when you've been in a situation that they've been in. Yeah, it adds another layer. That's probably the best way to think about that for me.

Michael:

You've completed a degree in training and development, organisational design and you're completing ...

Anthea:

Yes.

Michael:

My notes tell me that you are halfway through your masters in strategic people management. Is that being completed or are you ...

Anthea:

That's correct.

Michael:

Okay, okay.

Anthea:

Yeah, I've just finished my fourth subject and I'm just starting my fifth, which is halfway through for me. Again, being intrigued by people really helps and also being able to complete the studies whilst in a instructional role, it just means that I can go and consolidate what I'm learning in an immediate environment, which is a huge pleasure and advantage for me that I'm able to go and actually ... Because a lot of people do study in something and then they may not necessarily be able to go and consolidate and use that training, whereas I'm really fortunate in the position, one, that I was able to do this because this is actually through defence and two, that I'm able to go and use that immediately. I feel very fortunate about that.

Michael:

You're at SPS, the School of Postgraduate Studies in Wagga.

Anthea:

That's right.

Michael:

Tell us about your role in the RAAF now, Anthea.

Anthea:

Yeah. At the moment, I am at the School of Postgraduate Studies, where you essentially do the courses when people are going to the next level of rank. My role currently, is I work in the level three and four leadership team. Our students come through when they're getting promoted. We're basically around the middle level for aviators. Yeah. They come to us, they learn that little bit more about leadership. They talk to us about their experiences and it's a very peer focused type of discussion. We have instruction where we talk to them and talk them through things. And then we also have facilitated discussions about people's experiences and that coupled with the 12 weeks that they do before. They do a 12 week online component, where they essentially do a lot of theory and working through things. And then that culminates in either a one or two week course at once. SPS is not only in Wagga. We have detachments currently in Sydney, one in Brisbane and one in Adelaide.

Michael:

Anthea, do you think you can teach leadership?

Anthea:

Oh, good question. To an extent, yes.

Michael:

Or is it something that someone ... To an extent. And I'm often wondering what the formula is of what a person innately has inside them, equipping them to be a leader and what can be taught. It's a curious chemistry, isn't it?

Anthea:

It is and it's a bit of an age old question. Look, there are many, many tools and fantastic literature out there about leadership. If you Googled it, you would be there for days trying to get through the information.

Michael:

Yes but what have you experienced yourself?

Anthea:

I think that there is an element of a born leader but I also believe that someone who is not a born leader can emulate and find inspiration and mentoring and things like that, between that and the literature. I believe that everyone's got elements of leadership within them.

Michael:

Have you spotted young people coming through, some that you said, "Wow, watch out for them. They're going to go far."

Anthea:

Absolutely. Right from the minute they've walked in the office coming fresh out of their initial training. There is some people that just have that talent and that naturalness about them. And yeah, this is something we talk about quite often with our leadership, is that it's not always going to be the rank based person that's going to be the best person for the job. It comes down to their experience in life, their experience in the role that you're doing. I'm looking out the window at the minute and it's raining. And I think if there was a flood and you had to sand bag, there might be a sandbagging expert that's just joined your team. You need to ask the question and go, "Has anyone done this before?"

Anthea:

... because that could be one of the most powerful questions in any situation that you have in any team, where you may have someone that is actually an expert in what you're doing. I think that's really important for leaders.

Michael:

You joined the ADF at 18, was it? Would a young woman joining at that age today, have a different experience than what you had had?

Anthea:

I think so. Look, I think in anything that you do, 21 years between the experience of what people are going to have will be vastly different. A lot has changed over the time. Before we came on today, I just had a quick look. And so particularly, we're talking about women. I had a look, in 2000 when I joined, the ADF had a percentage rate of 12.8% in the ADF. Today, I know that in the RAAF, we have now 25.3% women participation rate in the RAAF. You look at that straight away, there's double the amount of females. I know that Navy is also aiming for a 25% rate by 2023 and army 15% by 2023. Straight away, we can see that there is going to be more females around, a young girl that's joining now, which means you can form networks if you're struggling with things.

Anthea:

There's certainly a lot more happening within the wider Air Force for me. We have the women's integrated network, WINGS, which is sessions that are put on throughout Australia for professional development or guest speakers or all these different activities that they do. Men are absolutely welcome to come, which is great. And they quite often encouraged that but there's definitely outlets, a lot more available to a young person, not necessarily even female joining now, than what there was when I first joined. And I envisage 20 years from now, that will have changed again. Absolutely, they would have a different experience but those core values and core mateship and comradery are still the same, in my opinion.

Michael:

What's next for you Anthea?

Anthea:

Oh, great question. My husband and I ... I have a husband that is also in Air Force. We constantly have discussions about, what's next for us? What's our 10 year plan? What's our five-year plan? What's our three year plan? At this stage, we have three children. Next for us I think, is looking for a bit of stability, a bit of perhaps ... Throughout our careers, we've done either three-year or 18 month postings and moved and moved and moved. We're thinking maybe the next one for us might be one where we stay in the same spot for six years, give the kids some stability and I will continue to study because that's what my passion is. And I don't see us leaving the outfit anytime soon because we still get up and go to work and enjoy our jobs every day. You'd be a bit crazy to leave that, particularly in these times.

Michael:

You're way ahead. Just being able to say that in this world today, you are way ahead.

Anthea:

Yeah and one thing that I love about defence is you can do a career change within defence. You get to reinvent yourself if you choose to do so. Coming from Navy to Air Force for me, was a bit of a

shake up, a bit of a difference. At the moment, I'm in a role where I'm able to be instructing and facilitating. And then my next role, I'll go back to my core role of doing admin. I'm fortunate where I can change it up a little bit, which means that I don't get sick of my job. I still put my uniform on with pride every day and go to work. I'll keep doing that until there comes a day where that's no longer the case.

Michael:

Anthea, what was the decision and why did you make it to transfer from the Navy to the Air Force?

Anthea:

Look, honestly, it came down to family for us. I mentioned my husband is in the Air Force as well. We were both Navy at the time at Cerberus and we got married in 2009 and we thought to ourselves, "Well, we don't want to effectively be a single parent family where one parent's at sea."

Anthea:

... because you've got to do your duties. If you're going to serve in the certain services, you need to be able to make sure that you pitch in and you do your part. One of us essentially would have been at sea for the majority of the time and the other one would be ashore and we wanted to be together. We explored what it would look like if we came across to the Air Force and how much time we would spend away from each other because we really didn't want to leave the ADF. And fortunately for us, we've both come across now. In saying that, we've still done exercises and deployments away but we obviously have a lot more time together as a family by being in the Air Force, which has worked beautifully for us.

Michael:

And I guess, you would have experienced a slightly different culture going from the RAN to the RAAF.

Anthea:

It is. Yeah. Look, each service is unique in the way that they do things, in the way that they do business. Yeah, there is absolutely a difference in the way that the business is run essentially but for us, it's worked quite well. There's definitely days when I miss being at sea and watching the beautiful sunrises and visiting the different ports and things but we're very content with where we're at. We've had a great career. I would not change a thing.

Michael:

Appropriate I think it was Anthea, that you started on the Westralia because I believe that was the first vessel that allowed women to join the crew in active service in deployment.

Anthea:

Look, I'm not sure about that fact but I would not be surprised at all if that was true. We've had some really significant milestones along the way again, for women. Even up until 2014, was when all ADF employment categories were open to women. I think from memory, the special forces was the last one to open up. You can see even in those time periods, 2014 is not that long ago.

Michael:

It's not.

Anthea:

Yet we've had all these little milestones along the way. The year that I joined was the first year that a female fast jet pilot joined the RAAF.

Michael:

Okay.

Anthea:

A lot's happened in 20 years and I think a lot more will happen in the next 20 years. We are constantly evolving, constantly working to be better, which is fantastic.

Michael:

You mentioned just now that you did eventually make your grandmother's dreams come true by marrying and starting a family with a good Greek boy, by the name of Chris Lee but by that time, I'm ...

Michael:

I'm sure your grandmother was just happy for you to do what you like.

Anthea:

"Just get married. I don't care, just get married."

Anthea:

She's funny. We always laugh because my husband's family is a bit like the castle. When we got married, we said, it's like My Big Fat Greek Wedding meets the castle. The kids have got a good mix of culture there fortunately, which is good.

Michael:

Like, "I left the lineup."

Michael:

"But I'm a vegetarian."

Michael:

"That's okay, we'll have lamb."

Anthea:

Yeah. I cook lamb.

Michael:

But no, to that actually, to your family heritage, my goodness. When did your parents come to Australia from Greece?

Anthea:

It would have been about ... I'm thinking mid 1960s.

Michael:

Okay.

Anthea:

My parents were seven years old when they migrated. Both of their families were quite close and they all migrated across together but when they first came here, I think my mom was saying there was five families living in the house and all working and a bit of the traditional migration story. They all came here with a suitcase and a dollar and they've built up generations of Greeks in Australia, both Melbourne and Tasmania.

Michael:

And so for your parents who adopted Australia as their new country, what a wonderful thing for them to have you serving then their adopted country Australia, in the defence forces so excellently. I would have imagined that would be an enormous source of a very particular pride for your parents, seriously.

Anthea:

Agreed. Yeah. Look, I can't say Michael, I've ever thought of it like that but I envisage ... Now being a parent, if I was in those shoes, yes, it would be. It would be. I know they're very proud and they're a bit surprised that it's lasted this long because the young girl was only ever going off for six years and they never even changed my room around for a few years because they were quite sure that I was coming back.

Michael:

Yes, like a shrine. A shrine to Anthea.

Anthea:

Yeah. It was a bit like that and then eventually ... Yeah, my brother and sister moved out and they had this big house. They've now relocated into a different house but yeah, I've never thought of it like that. I guess it would be quite exciting and a proud moment for that to happen.

Michael:

Sergeant Anthea Lee, it's been so great to meet you today on Conversations on the Runway, to giving us a picture on what modern leadership looks like within the RAAF. Thanks so much for your time today and best of luck for the future.

Anthea:

Thank you for the opportunity. You have a great day.