

Year  
book  
2010

**LEADERSHIP  
VICTORIA**

20

10

**INSPIRE LEADERS  
DRIVE CHANGE  
CREATE NETWORKS  
FUTURE MAKERS**

MISSION  
**AN INNOVATIVE, INDEPENDENT,  
NOT-FOR-PROFIT ORGANISATION  
DEVELOPING PEOPLE WHO  
EXERCISE POSITIVE AND  
ENDURING LEADERSHIP IN AND  
FOR THE REAL WORLD.**



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# A Reflection on the Year that was, from the Chair and Executive Director

It is our great pleasure to welcome the newest members of Leadership Victoria's (LV) now 1000-plus-strong Alumni. You are graduating in LV's twenty-first year, a year which in many ways represents a coming of age for the much-admired organisation of which you are now a part.

After a period of consultation, deep reflection and planning, we can celebrate our important and unique position in the leadership landscape of the future.

The LV of 2010 and beyond is an innovative, independent not-for-profit organisation that seeks to drive enduring, positive change. We achieve this by developing first-class leaders and then mobilising these leaders in support of the

emerging issues and opportunities of importance for our community.

Throughout our history, our leadership programs, Williamson Community Leadership Program (WCLP) and ExperienceBank Leadership Program (EBLP), have developed and supported some of our nation's finest leaders. The Alumni of these programs lend their support to countless community based initiatives, both in partnership with LV and independently. Projects supported by LV are driven by collaboration with a range of strategic partners, such as the Government of Timor Leste, the African Think Tank, the Victorian Bushfire Reconstruction Authority as

well as hundreds of community-based organisations.

One of the many ways our Alumni contribute is through joining not-for-profit Boards. We believe that governance of not-for-profit organisations is a key leadership issue and our Board Orientation Series (BOS) provides an innovative orientation to this critical aspect of community leadership. In 2010 we have been very pleased to introduce a new addition to our suite of leadership development programs. LV's Igniting Leadership program is a five-day intensive program aimed at those stepping into their first leadership role.

The introduction of "Ignite" means LV now offers programs for exceptional leaders throughout their career. Those with a passion and talent for leadership can learn and evolve with LV from their first leadership role, progressing through WCLP and EBLP as they grow to become senior, accomplished leaders.

2010 saw the introduction of further new initiatives. We welcomed our first Leader in Residence, Christine (Chris) Kotur. Chris, a '94 WCLP graduate with an impressive background as policy analyst, chief executive officer and university pro-vice-chancellor, has worked across public, private and community sectors. Chris is a fitting appointment to this role and we thank her for volunteering her time and look forward to continuing to work with her in 2011. In her first month as LV's Leader in Residence, Chris hosted our inaugural Foresight Forum. A discussion with six eminent leaders, the Forum explored the key issues that will require exceptional leadership over the next decade, and how LV might best prepare our leaders to navigate these issues. This year saw a renewed focus on the way we engage with the community and the projects we undertake. LV Projects

now offers greater opportunities for Alumni to contribute to a more strategic range of initiatives with significant organisations who work with us in partnership. An important step in the evolution of LV has been the rejuvenation of our brand. This year we worked hard to identify the four key messages that best articulate the various elements of our work. These key messages combine to articulate our organisational narrative and provide a clear understanding of the breadth and depth of our work.

**Inspire Leaders**  
**Drive Change**  
**Create Networks**  
**Future Makers**

These messages and a refreshed brand design are reflected in LV materials, including our new website which will continue to grow in functionality in the coming years.

Our next step is the creation of a set of values that will guide LV's work and decision-making processes. We look forward to consulting with our Alumni on the development of our values in 2011.

Mindful of the disparate locations in which our Alumni live and work, we have begun to introduce initiatives to engage with Alumni online. In March we hosted our first online picnic to allow Alumni to interact with our 2010 WCLP participants. We also introduced an LV Alumni-exclusive social networking site, LVconnect. Our 2010 Oration address and Presentation Dinner were both broadcast via Twitter to allow participation regardless of location.

Our efforts to reshape the direction of LV received strong validation this year. We were enormously privileged to

## A REFLECTION ON THE YEAR THAT WAS, FROM THE CHAIR AND EXECUTIVE DIRECTOR

receive three-year funding for capacity building via a Strategic Impact Project grant from the Truby and Florence Williams Charitable Trust at ANZ Trustees. Over the coming three years LV will implement our new vision and model for leadership that utilises our unique reach across sectors. This is a fitting opportunity to thank the dedicated team at LV responsible for implementing such change. The extraordinary output of the dedicated staff and expert guidance of the Council continues to be a great asset to the organisation. We extend our thanks to LV's Council and our staff for their tireless efforts throughout the year. We also extend our thanks to our existing Alumni for their passion and support throughout this period of transition at LV. Our traditional list of all Alumni will be featured in a new publication for LV, an Annual Report to correspond with our reporting year in 2011.

We particularly thank our partners. These partners provide LV with continued support. Their willingness to engage

with us and assist in shaping leaders across all levels and all sectors to build a stronger and more resilient community for everyone is to be commended.

To our new Alumni graduating from WCLP 2010 and EBLP 2009, again we welcome you. While your formal engagement with LV has concluded, the real work and the real opportunities now begin. Our broader community has before it many complex and interwoven challenges that demand exceptional leadership. The insights and networks you have gained throughout your time with LV stand you in good stead to collaborate and unite to make an enduring, positive impact in your lifetime. We look forward to this partnership for many years to come.

**Garry Ringwood**  
Chair

**Jerril Rechter**  
Executive Director

# An Alumni Welcome to LV's New Graduates

Congratulations to the graduating participants of the Williamson Community Leadership and ExperienceBank Leadership programs.

You have had a profound experience over the last twelve months, and while it may not yet be apparent just what an effect this year has had on you, your belief system and the choices you make, in time you will gain further clarity. Graduation is not the end of your LV experience; it is purely the beginning. At the start of this journey you made a commitment to yourself, LV and the community. Your time with LV was a year of information gathering, sharing of experiences and starting to make a difference through your first project. It is now time to grow your contribution and make a difference through the rest of your life.

Our experience as Alumni suggests that you need to maintain the momentum, passion, energy and commitment with which you approached your program. For those of you

who have found your calling and your cause, embrace it without reservation.

For those of you who haven't yet established how to embrace your newfound beliefs or how to turn your perspective into purpose, stay aware and stay active: the meaning of this year will reveal itself to you. Read LVprojects when it comes to your inbox each month, and consider whether any of the needs match your ability to assist. And remember, you are not alone in this journey. LV has 1000-strong Alumni ready to enlist you and be enlisted by you.

It's only when you understand the problem that you become empowered to choose to be part of the solution. Your eyes have been opened, now it's time to change what you see. We welcome you to the LV Alumni and look forward to working with you to make a difference in our community.

**Eugenie Stragalinis (WCLP '09)**

**James Garriock (WCLP '09)**

# Mark Scott, Managing Director of the ABC: “...On Leadership”



**“We immediately shut down our Brisbane headquarters and began the extraordinary task of relocating over 200 staff to nine different sites across Brisbane, whilst continuing to deliver to audiences on radio, television and online”**

Each year LV hosts an Oration address, “...On Leadership”, delivered by one of the Asia Pacific region’s finest leaders. In 2010 we were honoured that Mark Scott, Managing Director of the Australian Broadcasting Corporation, joined the distinguished list of leaders to deliver this address. The 250 guests in attendance at Melbourne’s Plaza Ballroom were joined by others following on Twitter as Mark shared the extraordinary vision and humility with which he leads our national broadcaster. Mark credited the ABC’s exceptional staff with being the driving force behind the broadcaster’s success. He revealed it was staff who delivered \$100 million of savings required to fund the new ABC24 News Channel and who drive the creation of exceptional content. The sustained commitment and innovation of ABC staff has seen Mark develop great belief in those around him.

He describes this belief as a key element in successful leadership: “Without the right team, without clarity of common purpose, you will get nowhere. As a leader, you are dependent on those you lead.”

Like so many leaders, Mark shared that he often waits for the “imposter police” to arrive. He also touched on the difficulties felt by ABC staff when a breast cancer cluster was found at the ABC Brisbane studios, an outcome that saw Scott close the studio the following day.

LV is proud to have hosted Oration addresses from the following notable leaders: The Hon. Michael Kirby AC CMG; Sir Zelman Cowen AK GCMG GCVO KSTJ QC; Imelda Roche AO; Edward de Bono; Patrick Dodson; Hugh Mackay; Dr José Ramos-Horta; Noel Pearson; Michael Chaney AO; Michelle Grattan AO; Graeme Samuel AO; Terry Moran AO; Glyn Davis AC; Paul Kelly.



# LV's Inaugural Leader in Residence, Christine Kotur

**A key new initiative of LV's in 2010 was the welcoming of our inaugural Leader in Residence, Christine (Chris) Kotur. The concept of a Leader in Residence was adopted from the Arts sector, which regularly hosts Artists in Residence, leaders in their field who practice their craft to inspire others and to broaden the body of knowledge and expertise. The role of LV's Leader in Residence is broadly to help identify the priorities that will require exceptional leadership over the next decade, and how LV might best prepare our leaders to navigate these.**

Chris Kotur, a '94 Alumni of WCLP, was appointed LV's first Leader in Residence for her extensive contribution to leadership across the sectors.

After completing WCLP in 1994, Chris became Chair of LV's SkillsBank and since that time she has continued her active involvement with the organisation.

For over 20 years Chris worked in senior executive roles including as policy analyst, chief executive officer and university pro-vice-chancellor. She has undertaken leadership and management development at Harvard University and has gained a wealth of knowledge, skills and understanding of leadership by working across public, private and community sectors.

Chris now works as an independent consultant, presenter and facilitator specialising in strategy and working with organisations, boards and communities experiencing major change.

Chris's first task as Leader in Residence was to host LV's Foresight Forum, an event modelled on LV's Leadership Lab. The Forum took the form of a conversation between Chris, six eminent leaders and LV staff. Kate Burns, YMCA Youth Parliament; Mary Crooks, Victorian Women's Trust; Peter Ellyard, Preferred Futures Group; Professor Andrea Hull, Cultural Change; John Thwaites, Climate Group; and Janice van Reyk, Citywide helped Chris shape priorities for LV and leadership in Australia. Honouring LV's founder, the group explored the question "What would Hugh Williamson do?" LV is grateful to Chris for volunteering her time to serve as our first Leader in Residence, a role she will continue throughout 2011.

Chris shares the following message on reflection of her role: "It is a privilege to be the inaugural Leadership Victoria Leader in Residence.

This is a particularly important time for LV and for all of us committed to building leadership practices that improve people's lives, build confident and hopeful communities and create positive futures for all Australians.

Never has there been more interest in or opportunities for thoughtful leadership development or more divergent views about the best ways leaders can and should influence our lives. At the same time, some of our most complex problems, pressing issues and major concerns are now such that no single sector, organisation or corporation has all the necessary resources or all the capabilities needed to initiate and sustain the changes we need.

Increasingly the most successful, sustainable outcomes emerge when insightful, strategic leaders see ways to improve circumstances for people and then act to build partnerships designed to bring about positive change. Strategic leadership can put all this important, new effort together, working collaboratively across boundaries to create stronger, more sustainable futures.

Over the years LV has made outstanding contributions to numerous people, organisations and communities around Australia. An active alumni of over 1000 leaders from all sectors is committed and willing to activate their extraordinary networks to act strategically to improve lives. LV offers exceptional leadership development and practice. I hope over the next year you'll join me during my time as Leader in Residence to further develop and expand the influence of good ideas about the roles and opportunities for outstanding leadership in Australia."



**2010**

**WCLP**

**FELLOWS**

**EBLP**

**ASSOCIATES**

## 2010 WCLP FELLOWS

# Williamson Community Leadership Program

Now in its 21st year, the Williamson Community Leadership Program (WCLP) offers one of Australia's most sought-after leadership development experiences. WCLP provides a unique year of leadership-focused activities designed to develop and connect emerging leaders across sectors and generations. The program covers an outstanding selection of critical issues facing today's leaders that are brought to life by seminars from renowned leaders, field trips, case studies and other activities, culminating in an end-of-year retreat.

**CAMPBELL ANDREWS**

Senior Executive  
KPMG Corporate Finance

Cam joined KPMG in 2006 as Executive in mergers and acquisitions after over three years with the Macquarie Bank's commercial lending department. He has an MBA from Melbourne Business School and spent 2005 at Cornell University's Johnson Business School.

Over the last four years, Cam has been an active member of the Liberal Party of Victoria, including a role as Council Delegate and as Membership and Development Officer for the Melbourne Ports Federal Electorate Council. Cam's interests include politics, golf, running and fitness.

**CHRISTINE BARCA**

Manager – Services for Separated Families  
GordonCare for Children

Christine Barca is a qualified Social Worker and Family Therapist with over twenty-five years experience in counselling, family work and human service management. As a registered Clinical Family Therapist, Christine brings expertise and extensive knowledge in the area of family relationships and parenting issues. Christine has worked in the area of disability, child protection, grief, community health and in post-separation family law. Roles have included individual, group and therapeutic work, community development, team leadership, executive and program management. Christine has particular expertise in working with teams and in 2008 won the SACS Consulting Inaugural Leadership Prize. Christine's strength is in her ability to support others to creatively problem solve by encouraging them to develop and show their strengths and realise their self-potential. Christine is married to Michael, a communications project manager, and has two young girls, Cassie, thirteen, and Danielle, nine, and two small Pomeranian dogs, Monte and Carlo.

**DR. ANDREW BLOCK**

Infectious Diseases & General Physician,  
Clinical Dean  
Southern Health Care Network and  
Monash University

Andrew Block is an Infectious Diseases & General Physician with qualifications in research, education and leadership. He currently works at Dandenong Hospital (Southern Health Care Network) in a number of roles: Senior Consultant Physician, Clinical Dean and Co-Chair, Personal & Professional Development (Monash University), Deputy Head of General Medicine, Head of Refugee Health Services and Co-leader of the Refugee Health Research Consortium. His main professional interests centre on a coordinated approach to refugee health encompassing health delivery, capacity building and research for policy advocacy. He is currently leading programs to establish funded places in undergraduate medicine for refugees and lower SES communities to build capacity for refugee health within communities. Andrew is married to Amy and has two children Cassie, six, and Tom, four. Andrew is a keen guitarist and music producer with his own studio and CDs.

**PAUL BEALE**

Director  
Electrolight

Paul is the founding director of Electrolight, one of the world's most prominent lighting design consultancies. Paul believes in the transformational impact of light and its potential to influence lives in a positive way. To this end Paul has set up a niche design consultancy that works with the best architects on the most significant projects in Australia and beyond.

**ELLY BLOOM**

Former Director, Customer Relations  
The Arts Centre

Elly Bloom is the former Director, Customer Relations at the Arts Centre within the Marketing and Visitor Experience portfolio with responsibilities for the organisation's primary customer touch-points including both the front of house operations and ticketing services. Prior to joining the Arts Centre, Elly worked at the Australian Centre for the Moving Image (ACMI) in the role of Marketing and Communications Director and sat on the organisation's Executive. Additionally, Elly has held roles with a variety of organisations across a number of sectors including architecture, major projects, and publishing. Elly graduated with a Bachelor of Planning and Design and Bachelor of Architecture from the University of Melbourne and subsequently completed an MBA from the Melbourne Business School and NYU Stern School of Business. Interested in a number of community building areas, Elly has been a member of both the Experimental Media Arts Board and the Jewish Museum of Australia where she is currently the Vice-President. Her interests outside of work include family, reading, and indulging in the amazing arts scene of Melbourne in all its forms.

**ANDREW CROW**

Manager, Rehabilitation and Hospital  
Home Services  
Department of Health

In his current role as Manager of Rehabilitation and Hospital at Home Services at the Department of Health, Andrew has responsibility for Victoria's rehabilitation beds, Subacute Ambulatory Care Services (SACS), Hospital In The Home (HITH), Post Acute Care (PAC), Family Choice Program and the Victorian Respiratory Support Service (VRSS). Andrew is a physiotherapist with a background in health services management and health policy. His career has included working across multiple sectors in the provision of health care in a variety of clinical and management roles, a good proportion at the interface between hospital and the home. He has a strong focus on accountability and improving client experiences. His desire to allow people to leave hospital sooner led him to establish the first emergency department physiotherapy service in Australia and a range of other innovative services. His previous role was the Senior Executive Office of Ambulatory Services at Eastern Health.

**DANIELLE CURRY**

Head of ATM Banking  
ANZ Bank

Over the last twelve years, Danielle has worked in a range of marketing and sales roles in the financial services and utility industries. At ANZ, she was formerly the Head of Acquisition in Consumer Finance, responsible for acquisition targets across, above and below the line marketing channels, and the Head of Telesales where she drove significant revenue productivity, customer experience and engagement improvements. Currently Head of ATM Banking, Danielle is responsible for the P and L, operations, marketing, sales and fundraising for the ATM Australian network.

**SHELLEY CUSSEN**

Group Manager Human Resources  
SP AusNet

Shelley Cussen is currently SP AusNet's Group Manager Human Resources. Her role is to deliver the HR strategy and framework, designing these to align with business strategy and enhance business performance. Underpinning much of this work is a key focus on improving rigour and linkages in leading-edge people practices. In the past three years the team has won five national awards for different HR initiatives they have implemented. Shelley has also completed a Masters in Industrial and Employee Relations, as well as gaining first class Honours in Management with her specialty in Organisational Culture. Her initial degree was a Bachelor of Business Administration. Shelley has been involved in a number of community activities in the past, including volunteer work around mentoring and sporting groups. Outside work Shelley enjoys spending time with her partner Stuart and their daughter Tully. She also enjoys playing tennis, netball and basketball.

**PAUL DECIS**

Project Manager  
Victorian Bushfire Reconstruction &  
Recovery Authority

Paul Decis grew up in the Western Suburbs of Melbourne. He was an active member of the West Footscray Football Club and worked as a volunteer youth leader at the Footscray YMCA. He has studied and worked in both Melbourne and Ballarat and prior to the Victorian Bushfire Reconstruction and Recovery Authority was the Group Facilities Manager at Epworth Healthcare. Paul has held senior positions in a diverse range of sectors including local government, private sector, construction, healthcare and state government. He was appointed youngest Area Manager for Citywide Service Solutions. His most recent role was as Project Manager for the Victorian Bushfire Reconstruction & Recovery Authority where he was responsible for the delivery of all construction projects for the Marysville Triangle. During 1999-2006 Paul commenced a domestic building business while completing a Bachelor of Education and Postgraduate qualifications in Business Leadership and Project Management.

**JEAN-YVES DIDIER**

Chief Financial Officer  
Vanguard Investments

Jean-Yves Didier has twenty years of experience in the financial services industry including wealth management, life insurance and health insurance. Jean-Yves joined Vanguard Investments in 2008 as chief financial officer for Asia Pacific with responsibilities for strategy and corporate development.

Jean-Yves joined AXA (then National Mutual) in Melbourne in 1995 to work on the demutualisation and ASX listing of the former National Mutual Group. Over the years, he held several senior finance leadership roles within the Australian and Asia-Pacific operations of AXA, including corporate finance, treasury, head of finance for the Australian distribution & product division, and Chief Financial Officer of Bharti AXA Life in India. He was also a director of AXA Financial Planning. After growing up in France, Jean-Yves now calls Australia home. He is an enthusiastic supporter of three Melbourne-grown organisations, the Victorian Opera, BalletLab and the Australian Ballet, and is passionate about Melbourne.

**HAILELUEL GEBRE-SELASSIE**

Project Manager  
African Think Tank

In his role with the Victorian government as a Policy Adviser, Community Engagement Officer and consultant, Haileluel Gebre-Selassie developed and managed several contracts and projects such as the stakeholder communication strategies part of the Refugee Brokerage Program.

Prior to government Haileluel worked as postgraduate education adviser at Deakin University and as a Settlement Officer for the Migrant Resource Centre in Footscray. As a cofounder of the African Think Tank, Haileluel has initiated and managed a number of grassroots community capacity building projects including the successful African Leadership Development Program in 2010.

In 2009 Haileluel was awarded the prestigious Winston Churchill Fellowship and published his extensive research project after travelling to New Zealand, USA, Canada, UK, Germany and Israel. In 2004 he was also awarded Victoria's Award for Excellence in Multicultural Affairs for his Meritorious Service in the Community by the former Victorian Premier, The Hon Steve Bracks.

**ANDREA GODDARD**

General Manager Development  
Clontarf Foundation

Andrea has been the General Manager Development of the Clontarf Foundation since 2005. During this period she has been responsible for managing the growth of the Foundation from four programs and 200 students to 37 programs and almost 2500 students.

Prior to her current role, Andrea enjoyed a range of roles across public and private sectors including management of remote health services, community development, quality systems auditing and evaluation, and organisational development and consulting.

Andrea graduated with a Diploma of Applied Science and a Bachelor of Nursing, and then went on to a Graduate Diploma in Health Services Management, Lead Auditor, Graduate Certificate Adolescent Health and Welfare, and Master of Public Health.

Andrea is happiest when she believes that her efforts are contributing to a more just and inclusive society.

**JO HARRIS**

Leadership and Talent Development  
Manager  
National Australia Bank

Jo Harris is an Organisational Development Manager with expertise in leadership, talent and organisational development.

Jo is the Leadership and Talent Development Manager at NAB where she manages NAB's leadership and talent development curriculum for Australian regional business. Jo has worked in a variety of corporations in organisational development roles including in professional services, financial services, marketing/advertising and retail.

Jo holds qualifications in psychology, education, human resources, psychotherapy, English literature and language and accreditations in Myer Briggs, DISC, SHL psychometric tools, executive coaching and instructional design.

Jo is married to Michael Clemenger, a 2009 WCLP alumni, and they are the proud parents of a spoilt British Blue and are about to welcome their first child in October 2010. Jo's personal interests include psychotherapy, writing poetry, singing, fun runs and spending time with those she loves.

Jo's voluntary commitments have included being a Lifeline crisis counsellor and a respite carer.

**DR. NICOLE HIGHET**

Deputy CEO  
beyondblue

Nicole Highet is the Deputy CEO of beyondblue: the national depression initiative. Since its inception, Nicole has been responsible for beyondblue's community awareness activities including the development of beyondblue marketing and advertising campaigns, and the establishment of key programs to address depression across the lifespan. Nicole has also led the development and implementation of Australia's \$85 million National Postnatal Depression Initiative. Nicole's diverse background in clinical and organisational psychology together with her experience in marketing and advertising has enabled her to make a unique contribution to the success of beyondblue which is now known by over 87% of the community. Nicole is passionate about improving the quality of life of people affected by mental illness and, in recognition of her achievements in the field, Nicole won the 2010 Victorian Telstra Business Women's Award for the community and government sector.

**ROSE HISCOCK**

Executive Director Arts Development  
The Australia Council for the Arts

Rose has worked in the arts sector for more than sixteen years in roles that span commercial, marketing and communications. In her current role at the Australia Council, she is responsible for building national and international opportunities to deliver more arts to more audiences.

Prior to joining the Australia Council, Rose worked for Museum Victoria as Head of Marketing, Communications and Commercial Operations across the Museum's five venues.

Until 2010 Rose was the Chair of Back to Back Theatre. Based in Geelong with an ensemble of actors perceived to have an intellectual disability, Back to Back Theatre is one of Australia's most acclaimed contemporary theatre companies.

**MARNIE IRELAND**

Chief Operating Officer  
Bush Heritage Australia

Marnie joined Bush Heritage Australia in June 2010 as Chief Operating Officer. This role combines her strong strategic planning skills with delivering on-ground actions in a conservation organisation renowned for their robust scientific basis, strong Indigenous partnerships and pragmatism. These are all attributes highly consistent with Marnie's own personal values and passionate interests.

Marnie joined Bush Heritage Australia as the organisation was developing their next five-year strategic plan. She has been instrumental in steering the organisation from a non-profit mindset to a conservation enterprise with big plans to achieve significant gains in securing a suite of Australia's unique plants, animals, ecosystems and landscapes in collaboration with others, particularly Indigenous people. This has applied all elements of Marnie's formal education – her current PhD by research (evaluating sustainable freight logistics to support remote economic participation); her MBA focused on incorporating triple bottom line principles into business planning and operations; and her environmental engineering degree.

**SEAN JAMESON**

Manager HR Consultancy and Employee Relations  
WorkSafe Victoria

Sean Jameson has worked in various HR roles for WorkSafe Victoria over the past six years. He currently leads a team that delivers operational and strategic HR consultancy and employee relations services through developed business partnerships. Sean is a member of WorkSafe Victoria's Joint Senior Leadership Team and is a coach in the leadership-coaching program.

Prior to working with WorkSafe Victoria, Sean was employed by Allens Arthur Robinson, Baker's Delight and Telstra. Sean studied HR in Business at Swinburne University, and has been recognised in leadership programs through his career including work with Hay Group, Mission Australia and Telstra. Sean arrived from the UK in 1993 and is an active community member in the City of Port Phillip on planning issues. Sean has also been a volunteer counsellor for the Gay and Lesbian Switchboard and is a member of the Victorian Gay and Lesbian Rights Lobby.

**ANDREW JOHNSTON**

Head of State Operations Group  
World Vision Australia

Andrew has been head of state operations for World Vision Australia since 2007. His role involves overseeing the day-to-day operation of World Vision's retail sales division including six remote state offices and a national, mobile sales force. Prior to his role at World Vision, Andrew occupied a number of positions at AXA, RACV and Nelson City Council in New Zealand.

Andrew is a member of the board of Peninsular Access, Support and Training, an adult disability support agency, and loves spending time with his wife and three sons, playing guitar and running.

**TRACY LINFORD**

Police Superintendent  
Victoria Police

Superintendent Tracy Linford has been a member of the Victoria Police Force for twenty six years. She has a Bachelor of Business Management and an Executive Masters in Public Administration. Her policing career has involved an array of roles including general duties, crime analyst, detective, law instructor, project manager, Intelligence Unit Manager, Crime Squad Manager, Detective Training School Manager, and currently, Superintendent in Charge of Western Region Division 2. In 2009 she won an Outstanding Leadership Award from the Australasian Council for Women and Policing. The award was in recognition of driving significant cultural change at the Detective Training School. Division 2 comprises of five local government areas – Warrnambool, Moyne, Corangamite, Glenelg and Southern Grampians Shires. There are 24 police stations located within the Division. Tracy's role is to ensure effective policing services are delivered across the area.

**SOL LUKATSKY**

Head of Lending Services  
Advantedge Financial Services

Sol Lukatsky has over fifteen years experience in senior roles covering sales, marketing, and operations with blue chip organisations including Tabcorp, RMIT University, Challenger Financial Services and NAB. Sol is visiting lecturer in the MBA and Masters programs at RMIT University in online and strategic marketing in Melbourne and across Asia. Additional experience involved the establishment, successful development, and sale of a marketing consultancy with clients including Vodafone, NEC, RMIT University, Multimedia Victoria, Link and Le Meridien Hotels.

Sol's recent roles within Challenger and NAB involved restructuring large operational teams, strategy development, turnarounds and capacity increases.

**TONY MATTHEWS**

Manager Professional Development  
Local Government Professionals Inc (LGPro)

Working for a peak body organisation, Tony Matthews currently manages professional development, with overall responsibility for the development and delivery of a broad range of high quality professional development activities, programs and events across the Victorian local government sector. He has worked for LGPro for the past five years. Tony designed and manages the Local Government Executive Leadership Program, the Local Government Emerging Leaders Program and Ignite – A learning Pathway, for those who are transitioning from being part of the team to leading the team. Responsibilities include budgeting and financial management; consultation with key stakeholders including advisory groups and committees representing senior executives and officials; project and events management; training needs analysis; and program development and delivery. Prior to joining local government, Tony was employed with the multinational organisation Dun & Bradstreet for eleven years, finishing his tenure there in the position of Acting Director, Organisational Development. Tony has most recently graduated with a Master of Management from Monash University and is a member of the Australian Institute of Training and Development.

**SIMON MCDONALD**

Senior Associate, Corporate and Commercial  
Middletons

Simon commenced his working career as a Policy Adviser in the Economic and Policy Branch of the Tasmanian Department of Primary Industries and Fisheries. During his legal career, Simon has developed extensive experience in intellectual property and technology law. Simon has advised various government, semi-government and private organisations on research and technology commercialisation, including in relation to state and commonwealth funding arrangements. He has been seconded to the University of Melbourne Research Office, two divisions of CSIRO and a technology start-up commercialising technology licensed from CSIRO to major pharmaceutical companies. Simon also has substantial experience in Information Technology, including in negotiating Government Information Technology Contracts (GITCs), e-commerce, privacy and data management, major system integration, outsourcing and business process outsourcing.

**ROBIN MILES**

Regional Director, South West Victoria  
VicRoads

Robin Miles was born and grew up in the UK and has lived in Australia for the last five years. He is a Chartered Civil Engineer having graduated with a Masters in Civil Engineering. He has ten years of experience in the visionary leadership of teams and the successful delivery of infrastructure projects, and has excelled in developing relationships with stakeholders. Robin has had a diverse and exciting career, including undertaking development work in Africa and working on projects such as the £210M section of the Channel Tunnel Rail Link Project in the UK. He brings unique learnings from these experiences to improve the way VicRoads does business. Robin and his wife relocated to Geelong in the South Western Region to be a part of the community with their two dogs and seven-month old baby boy, William James Miles.

**KEN MUNRO**

Development Director  
VicUrban

Ken initially became interested in community leadership in the 80s when he worked for the Urban Foundation in South Africa. There his skills were employed in building rural clinics and schools in the townships and shantytowns. Ken completed his bachelor and master degrees in architecture in the early 90s. He migrated to Australia in 2002 along with his wife Frances. They have now settled as true Meburnians with two boys Miles, seven, and Julian, two-and-a-half. Ken is a committee member of "The Friends of Boisdale Street", who meet to discuss how to preserve the character of the local park opposite Wattle Park. The aim is to ensure that the leafy, green environment is sustainably maintained and managed by the community. Ken joined VicUrban in 2008 as Development Director where he is responsible for the employment-based projects in the business along with large-scale master planned communities.

**MICHAEL O'LEARY**

Acting Assistant Director, IMT and Finance  
Department of Premier and Cabinet

Michael O'Leary is currently the Acting Assistant Director of IMT and Finance within the Department of Premier and Cabinet. He has been with the Department for two years. Michael leads the strategic budget management, and information management and technology functions for the Department. Prior to this Michael lead the School Financial Management and Support Team within the Department of Education and Early Childhood Development. Michael graduated with a Bachelor of Commerce from Deakin University and then completed a Graduate Diploma of Industrial Relations Law at the University of Melbourne. He is a Professional Member of the ASCPA. Michael is a life member of the East Geelong Football and Netball Club and is currently the Vice-President and Treasurer. His interests include keeping fit, reading, travelling and eating good food. Michael lives with his partner Cherie and has two children, Ashleigh, eight, and Liam, six.

**ANNE PETRACCA**

National Manager  
The Body Shop

Anne Petracca is currently the National Manager with The Body Shop Australia where she has worked for the past nine years. Possessing an extensive background in management and sales, Anne leads the At Home and On Line channels. Prior to joining The Body Shop, Anne held varying business development roles within Australian retail companies, as well as owning her own businesses. Anne has been a volunteer within many organisations over the years. Her most rewarding was spent with the South Pacific Office of Commonwealth Youth and the United Nations. She currently volunteers her time with Conservation Volunteers Australia. Anne is married to Dean and is the proud step-mother of three children, Jessica, Brenton and Nathan. When not working Anne enjoys being among family and friends, and getting outdoors when she can, in the garden, snow skiing, or relaxing at a winery in the countryside.

**DAVID PRIDEAUX**

Prison General Manager  
Corrections Victoria

David Prideaux is a prison General Manager within Corrections Victoria, Department of Justice. David has recently returned to managing the operations of Barwon Prison, Victoria's maximum-security prison. David has spent the majority of the past few years as Director of Prisons and Statewide Services that has involved system-wide support for prisons. David has been a member of several local sporting organisations, and has also been involved in school committees and fundraising activities. At present, David is assisting with the development of junior footballers as a skills coach at the Rupertswood Football Club. David is married to Joanne and has two children, Georgia, who is completing Year 12 and will commence Legal and Arts next year, and Caleb, who is completing Year 10. His interests outside of work include family, sports, adventure touring and remote area travel.

**WARREN ROACH**

National Commercial & Purchasing Manager  
Visy Paper Pty Ltd

Warren joined Visy in 2004 as an Internal Audit Manager and is currently the National Commercial Manager for the group's Pulp and Paper Division. In this role, Warren is responsible for the negotiation and management of major supply contracts, procurement activities and supplier relationships across operations. Prior to joining Visy, Warren spent thirteen years working for Mobil Oil Australia/ExxonMobil in a variety of positions including controls risk management, internal audit, systems development, accounting and performance analyst roles.

Warren has been an active member in numerous local sporting clubs both as a player and senior coach, as well as a member of various committees over the past twenty years. He is a Life Member and current Senior President of the Sunshine Druids Cricket Club. Warren is married to Maria, a primary school teacher, and they have two sons, Darcy and Blake.

**CHRIS ROSE**

Regional Manager East  
Parks Victoria

Chris Rose is currently the Regional Manager for Eastern Victoria at Parks Victoria. Chris has worked with Parks Victoria for approximately twelve years in a variety of corporate and regional roles. Chris's key accountabilities at present include managing 200 people, and a budget of approximately \$40million, delivering services across a wide range of outputs including environmental management, provision of recreation and tourism services, community protection, and risk management.

Prior to his current role, Chris gained years of experience with the Tasmanian Parks and Wildlife Service, undertaking such roles as Fire Management Officer, District and Regional Manager, and Business Manager for the Tasmanian Service. Chris is passionate about life in regional and rural Victoria, having lived in Bright prior to his current role in Bairnsdale. Chris is an active part of the community with his wife Helen, and three children, who attend Gippsland Grammar School and Paynesville Primary School. Chris loves food, wine, exercise and music in his nonexistent spare time.

**LEONORE RYAN**

Executive Manager – Intellectual Property & Licensing (Energy)  
Commonwealth Scientific and Industrial Research Organisation (CSIRO)

Leonore Ryan is currently the Executive Manager – Intellectual Property & Licensing (Energy) at the CSIRO, where she has worked for the last four years. Leonore manages the provision of intellectual property advice and management, and the commercialisation of technology in the energy field. Prior to joining CSIRO, Leonore worked for organisations such as Monash Commercial, Monash University and the Sustainable Energy Authority Victoria (now Sustainability Victoria) where her roles included technology transfer, business development, industry engagement, project management, production management and business analysis.

Leonore holds a Bachelor of Science (Hons) in Chemistry from the University of Sydney, a Master of Business Administration from Melbourne Business School, and spent two-and-a-half years in postgraduate studies at the University of New South Wales in Chemical Engineering (Membrane Technology). She is a graduate member of the Australian Institute of Company Directors (GAICD).

**JAMES SELTH**

Senior Sustainability Consultant  
Arup

James Selth is a senior sustainability consultant based in Arup's Melbourne office where he has worked for four years. He works with clients to implement projects in the areas of sustainability, carbon, energy and environment and has a particular passion for embedding sustainable behaviours in private sector organisations. Prior to Arup, James worked for four years with PricewaterhouseCoopers in London, and then for three years managing the implementation of AusAID projects in South East Asia.

James originally graduated with a Bachelor of Economics and then a Master of Arts from Monash University.

Outside work James is kept busy with his young family in Clifton Hill. He is married to Danielle and has two children, Thomas, six, and Lucy, three. He also cycles and loves watching Collingwood!

**SCOTT SHEPPARD**

Chief Executive  
UnitingCare Community Options

Scott took up the role of Chief Executive of UnitingCare Community Options in December 2009. He has worked in a number of roles in the disability sector in rural and metropolitan areas and has been CEO in three community sector organisations. His disability work has been in the areas of accommodation, respite, recreation and family support, adult education, training and supported employment. He's also experienced in the development of policy, information technology systems, community and business partnerships, as well as successful network development. Scott is passionate about social justice and support for people who are disadvantaged and marginalised within society. He believes in strong leadership, policy reform, and community-delivered solutions and support for individuals living and participating in an inclusive civil society. He is married to Karen and they have five children: Jake (deceased), who would be twenty and who is the inspiration for Scott's career; Jed, who is undertaking VCE; Caleb who is in Year 7; Angus, who is in Year 6; and Nicola, who is in Year 3. Outside his family, Scott enjoys keeping fit, four-wheel driving, camping and playing tennis.

**SIMON SMITH**

Director, Biodiversity Policy and Programs  
Department of Sustainability and Employment

Simon Smith currently works as the Director of Biodiversity Policy and Programs within the Victorian Department of Sustainability and Environment. This role requires the administration of key biodiversity legislation, delivery of conservation programs relating to threatened species management, environmental bio-security and wildlife management.

Over the past twenty years, Simon has worked in a range of different positions across Victorian government, including the Department of Primary Industries, Regional Development Victoria, Office of Science Innovation and Technology and Department of Human Services. These different roles have allowed Simon to develop effective networks across the Victorian Government and identify the effective linkages between agencies. During his youth, Simon was very focused on athletics, which culminated in his volunteering as an athletics coach concentrating on sprinting. He is currently a member of his children's local primary school, participating in the numerous sub-committees and working groups. Simon and his partner Brigit are constantly distracted by their two boys, Ryley and Jordan. His current interests include bike riding, politics and reading trashy detective novels.

**HELGA SVENDSEN**

Facilitator  
Sustainability Victoria

Helga is a Facilitator at Sustainability Victoria. She has been at SV since March 2009. Her role is to develop strategic opportunities such as the establishment of the Climate Communities Grants program. Prior to Sustainability Victoria, Helga was Assistant Secretary of the Australian Services Union, where she led campaigns to advance the rights of workers in the private and community sector. She holds a Corporate Legal Practising Certificate and is a member of the Australian Institute of Professional Facilitators. She is also a teacher of dancing. Helga is active in a variety of organisations including the Victorian National Parks Association and the Labor Environment Action Network. She cycles to work and is a member of Bicycle Victoria and convenor of her workplace Bicycle Users Group. Her other interests include bushwalking (she has completed Oxfam Trailwalker and the Kokoda track) and travel (most recently to East Timor).

**ASHLEY TURNER**

Manager, Intellectual Property  
Prana Biotechnology Ltd

Ashley is a registered Patent and Trademark Attorney, with qualifications in biotechnology and intellectual property (IP) law. With strong administration, organisation and interpersonal skills, his core competencies are that of IP/legal management and project/business development. Ashley has worked internationally in technology transfer and commercialisation, with positions in various university systems, a top tier attorney firm, a self-run IP consultancy and in senior management of a premier Australian biotech company. Ashley is married with two children and has interests in cycling, car restoration and sculpture.

**FRANCA VENETICO**

General Manager, Product  
Medibank Private

Franca Venetico is currently leading a fabulous and diverse team of product and policy professionals for Medibank Private. Prior to joining Medibank, Franca worked for six years at NAB in various marketing and product development roles for retail and business banking. Franca achieved her main qualifications in the UK and then focused her early career in lobbying and marketing for the co-generation (energy efficiency) sector in the UK and Europe. Franca became a permanent resident of Australia in 2000, applying for her visa following a combined work trip and holiday to Australia. Two years later, she met her partner, Scott, and she has two wonderful step children, Jack and Harrison, who are both starting out in very different careers, one as an electrician and the other studying film and screenwriting.

**PENNY WILSON**

Chief Executive Officer  
Responsible Gambling Advocacy Centre

As Chief Executive Officer, Penny leads the Responsible Gambling Advocacy Centre, which works on behalf of the Victorian public to promote responsible approaches to gambling. Most recently a Deputy Director in the Department of Innovation, Industry and Regional Development, Penny has a broad background in governance, communications and public policy. She has held senior roles including in a peak body and lobby group and ran her own business. While running her consultancy, Penny led numerous projects for private, public and non-profit organisations. Penny's research interests are around peak bodies, policy impacts of organisational relationships and legal responses to social policy issues. An active community volunteer over many years, Penny currently enjoys helping her children's primary school with committee matters. She is particularly proud of being a former tap dancing teacher, but is still waiting for the right opportunity on Broadway.



2010 sees the graduation of two EBLP groups, both of which undertook the program in 2009. Below, graduates are introduced with their program group.

# ExperienceBank Leadership Program

EBLP is the leadership program for accomplished leaders who have held leadership roles for a considerable portion of their career.

Examining vital matters of leadership and longevity, EBLP consists of two phases. An initial seminar phase explores issues of leadership longevity and sustainability through interactive seminars delivered by esteemed leaders.

These already-accomplished participants then embark on their next accomplishment: a placement to further broaden their leadership capabilities and put their new knowledge to work.



**MARK ATKINSON**

Director  
LMC&S Pty Ltd

Skills Offered: Consulting/business advisory, finance, leadership, mentoring  
Areas of Service: Banking (commercial & international), consulting, business advisory  
Community Engagement: Mentoring; VBRR housing recovery project; Rotary; School Parent's Association.



**GARY AYRE**

Partner  
NEM Ltd

Skills Offered: Experienced Board Member (including listed company)  
Areas of Service: Environmental, community support  
Community Engagement: Mentoring for Vic Sports. Also involved in establishing a regional microfinance entity in conjunction with ANZ, IFC/World Bank and other service providers. Involvement at this early stage is in facilitation, obtaining approval of relevant key entities and providing initial structure around project and expectations.



**DALLAS BEESTON**

Principal  
Savvy Accounting Services

Areas of Service: Accounts, finances, management  
Community Engagement: The Women's Circus Dallas; The Broadmeadows Netball Association Committee; Divisional Councillor on the CPA Australia Victorian Divisional Council; member of CPA Australia Public Practice Convention Taskforce; and a number of discussion groups.

## EBLP 2009.1

**PETERIS DARZINS**

Professor  
Director of Geriatric Medicine  
Monash University  
Eastern Health

Skills Offered: Geriatrician, epidemiologist, teacher

Areas of Service: Medicine, research, health care evaluation and management  
Community Engagement: Member of the Primary Care and Public Health Advisory Committee of the Royal Victorian Eye and Ear Hospital; member of the Geriatric Medicine Education and Training Committee of the Australian and New Zealand Society for Geriatric Medicine and the Royal Australasian College of Physicians; member of the Medico-Legal Expert Advisory Group of the Royal Australasian College of Physicians; member of the World Health Organization's International Classification of Functioning Disability and Health Special Interest Group of the Royal Australasian College of Physicians; member of the Victorian Law Reform Commission Guardianship and Administration Act Review Reference Committee.

**MIKE DAWSON-SMITH**

Manager Human Resources  
City of Melbourne

Skills Offered: HR, general management skills

Areas of Service: Involved in assisting the start-up of an Indigenous organisation  
Community Engagement: Consultant to the Board of HICSA (Healesville Indigenous Community Services Association); Victorian State Councillor for Australian Human Resources Institute; Treasurer of the Montgomery Club at Scotch College (School Hockey Club); Program Committee Member for IPAA (Institute of Public Administration Australia – Victorian Branch).

**ELEANOR FLOYD**

National Industrial Coordinator  
National Tertiary Education Industry Union  
Department of Sustainability and Environment

Skills Offered: Negotiating, advocacy, training, general administration  
Areas of Service: Human relations, community organisations, education

**ANNA GEORGALIS**

Manager, Initiative Design and Evaluation  
Department of Innovation, Industry & Regional Development

Skills Offered: Strategic planning, evaluation and review of programs, strategy and policy development, change management, organisational performance metrics

Areas of Service: Human services, justice, environment, economic development, cultural development  
Community Engagement: Board member of Multicultural Arts Victoria.

**ANDREW HAYDON**

Moved to New Zealand late 2009

Skills Offered: Mentoring, management development, project management, organisational development  
Areas of Service: Management, organisational development

**SHARON HUTCHINSON**

Human Resources Manager  
Darebin City Council

Skills Offered: Professional development, employee relations  
Areas of Service: Human resources, business development

# EBLP 2009.1

**NAEEM JAN**

Corporate Services Manager  
Hilton Manufacturing

Skills Offered: Project management, strategic planning, marketing, management and administration, quality assurance, Board experience  
Areas of Service: Not-for-profit  
Community Engagement: Mentor, African Think Tank; committee member Charity Australia.

**KERRIE JORDAN**

Chief Financial Officer  
City of Darebin

Skills Offered: Finance  
Community Engagement: In 2006-07, as a board member of Women's Housing Ltd, Kerrie overhauled the financial reporting processes to deliver accurate and timely reports. Kerrie is currently Treasurer of the Melbourne Cricket Club Tennis Section, a position she has held for a number of years.

**DOUG KENT**

CEO  
St Vincent De Paul Aged Care and Community Services

Skills Offered: Strategic management, business management, fundraising, project management, media relations  
Areas of Service: Project management, change management, business management

**GERALDINE KERLIN**

Management Consultant

Skills offered: General management, business planning, marketing, communications, fundraising  
Areas of Service: Arts, government, not-for-profit sector

**EMINIO MATTESICH**

Retired

Skills Offered: Human resources, advocacy, financial, administrative  
Areas of Service: Financial, social, business practices, training and development

**CHRISTINE MCCARTHY**

Senior Executive and Senior Legal Counsel, Dipute Management Division and Adjudicator  
Worksafe and Financial Ombudsman Services

Skills Offered: Business development, marketing, management strategies, coaching  
Areas of Service: Government, business development, law

**ELIZABETH MCDOWALL**

Manager, Policy  
Victorian Workcover Authority

Skills Offered: Mentor, policy management  
Areas of Service: Governance, management  
Community Engagement: Committee member; Chorister, St Francis Choir.

**ROB MICHAEL**

Executive Director  
Military & Law Enforcement Technologies

Rob commenced Military & Law Enforcement Technologies in 1991, initially importing Defence-related surveillance kits from the US. Rob's company now supplies the Australian Defence Force and state and federal law enforcement agencies with electro-optical kits from the US, UK & Canada.  
Areas of Service: Defence, government, business  
Community Engagement: an avid environmentalist; actively involved with Greenpeace, Friends of the Earth and other like organisations.

**JON MICHAEL**

CEO  
Image Group International

Skills Offered: Coach, mentor, confidante  
Areas of Service: Personal brand management including business, politics, entertainment, academia and sport  
Community Engagement: The African Think Tank, Advisor; Australian Football League Coaches Association (AFLCA) board member; Whitelion, Leadership Council Executive Member Life Education, Chairman's Circle Executive Member.

**VIVIEN MILLANE**

Compliance Manager  
Trinity Grammar School

Skills Offered: Governance, legal, advocacy, board skills, education and training, analysis and strategy  
Areas of Service: Governance, education, disability, family, child and community support  
Community Engagement: 2009 mentor; November 2009 elected to the Board of Camcare; 1994-present Director, Key Economics (small private company); 2004-2008 Principal, Preshil, the Margaret Lyttle Memorial School; 2007 Founding member of VOICES (a body of educationalists advocating for Children); 1994-96 Board member of Preshil; 1980s Vice-President of the Down Syndrome Association; 1980-1983 member of the Committee for the Education of Infants and Children Association (EPIC).

**KIM NEUHOLD**

Director  
Neuhold Pty Ltd

Skills Offered: Operational management, business development, mentoring, organisation and job design, executive and staff remuneration  
Community Engagement: Mentor, African Think Tank; Director, Kind Cuts for Kids.

**BARBARA OLECZEK**

Project Director, Highrise Estate Redevelopment  
Department of Human Services

Skills Offered: Corporate finance, capital investment strategic asset planning and management, capital works and property management, business planning, governance and risk management, feasibility studies, master planning, investment proposals and evaluations  
Areas of Service: Arts, science and technology, women's organisations, community development  
Community Engagement: Currently a member of Planning and Infrastructure Committee at Australian Property Council; past member of Women's Legal Services.

**PETER RENNICK**

Regional Program Manager  
Parks Victoria

Skills Offered: Natural resource planning  
and management  
Areas of Service: National and urban parks

**RUTH RENTSCHLER**

Professor  
Deakin University

Skills Offered: Human resource  
management and development,  
governance, creative thinking  
Areas of Service: Arts, nonprofits  
Community Engagement: Presenter  
at conferences on Leadership Victoria  
programs and partnerships with business  
and nonprofits; Deputy Chair of the Board,  
Multicultural Arts Victoria; sub-committee  
board member, Duldig Studio.

**CHRISTINE ROBERTSON**

Deputy Director  
RMIT University

Skills Offered: Organisational and  
workforce development, business  
development, strategic leadership, change  
management, professional mentoring and  
coaching  
Areas of Service: Community services,  
health, education, state and local  
government  
Community Engagement: Mentor; Women  
in Sports program; Victorian Bushfire  
Recovery.

**FIONA ROBERTSON**

Senior Change Manager  
National Australia Bank

Skills Offered: Professional and business  
services, human resources, management,  
marketing  
Areas of Service: Professional and business  
services, human resources, management,  
marketing  
Community Engagement: The Oaktree  
Foundation; World Vision.

**ELIZABETH ROUSE**

Lecturer  
ACU

Skills Offered: Leadership, understanding  
of community sector governance  
Areas of service: Education, disability,  
community sector, not-for-profits, state and  
local government  
Community Engagement: African Think  
Tank; Community Consultation, Leader  
Newspapers; Board of Management ECMS;  
School Advisory Board, St Monica's Primary  
School.

**LOUISE THOMSON**

Consultant  
Global People

Skills Offered: Facilitation, master of  
ceremonies, leadership training, writing  
and editing, strategic planning, speaker/  
presentation coaching  
Areas of Service: Finance, health,  
environmental, services, accounting, sport,  
food  
Community Engagement: Mentor program  
for one year – a fabulous relationship  
that has seen Mentee achieve goals and  
developed new skills that she was seeking.  
Likewise, the Mentor also established some  
long forgotten leadership tricks of the  
trade! Heavily involved in local community  
over the past three years, and experience  
on three NFP Boards and countless  
committees over the past 20 years.

**MARY WATERHOUSE**

Manager IT Services  
Northern Melbourne Institute of TAFE

Skills Offered: IT and web management and facilitation, systems development, communications and service delivery.  
Areas of Service: IT, governance, management, communications, accounts, training, education.

**MARGARET WEBB**

Retired – former Principal Toorak College  
Mt. Eliza

Skills Offered: Mentoring, strategic planning, life coaching, teaching, mediating, board membership, organisation and administration  
Areas of Service: Education, adolescents, sport, outdoor education

## EBLP 2009.1

**DAVID AFFLECK**

Program Manager  
National Australia Bank

Skills Offered: Project Management, business development  
Areas of Service: IT, finance, business

**MICHAEL BALLOCK**

Director Development & Amenity  
Darebin City Council

Skills Offered: Strategic planning and management

**CHERYL BEALE**

Senior Training Consultant

Skills Offered: Training, education and skills-based competencies, occupational health and safety, project management, holistic health, social inclusion  
Areas of Service: Community member, Bridge project  
Community Engagement: Bridge Project; Good Shepherd Youth and Family Services, respite carer; Member Latrobe University Human Ethics Committee.

## EBLP 2009.2

**SUE BRADSHAW**

Health Strategy Projects Manager  
Medibank Private

Skills Offered: Project management, organisational development, strategic development

Areas of Service: Health, community services, business management.

**JONATHAN BRUSEY**

Business Implementation Manager  
ANZ Bank

Skills Offered: Governance, leadership, business transformation, performance improvement, strategic planning, facilitation

Areas of Service: Financial services, education, not-for-profit  
Community Engagement: African Think Tank; Church Mission.

**JAMES DAVEY**

ICT Business Development Manager  
Alphawest Services P/L

Skills offered: Business development, experience in process and governance, mentoring

Areas of Service: Business development, experience in process and governance, mentoring  
Community Engagement: African Think Tank (2010); rural health mentoring.

**MARIE DAVIS**

Leadership Coach  
Marie Davis Consulting

Skills Offered: Mentoring and leadership coaching for all levels – CEO, Chairman, Board members, executive staff to team leaders and middle managers

Areas of Service: Experienced coach in not-for-profits, multinationals, legal and consulting groups, education and all other sectors  
Community Engagement: Lead mentor for African Think Tank community leadership program; mentor on this program, African Think Tank; Board member, Workers Education Association (WEA), SA.

**MIKE FLOWER**

CEO  
Cridlands MB Lawyers

Skills Offered: Strategic planning, mentoring, business management  
Areas of Service: Finance, business management

**LENEEN FORDE**

Partner  
Cornwall Stodart Lawyers

Skills Offered: Legal  
Areas of Service: Commercial litigation, education law, media law, governance  
Community Engagement: Director of the Trading Circle, a not-for-profit, fair-trade organisation assisting women to trade out of poverty; member, University of Melbourne legislative and trust committee.

**ANNE FRANZI-FORD**

Peter MacCallum Cancer Centre

Skills Offered: Organisational, volunteer management, networking

Areas of Service: Community, disability sector

Community Engagement: La Mama; AuSLMAT (The Australia Sri Lanka Medical Aid Team), sourcing donated goods to go with medical team to Sri Lanka; Justice of the Peace; Independent Person, Justice Department; Independent Third Person, Office of the Public Advocate; Graduate Selection Interview Panel, School of Medicine at Melbourne and Deakin Universities.

**DR ANTHONY GRIGG**

Consultant

Skills Offered: Organisational governance, strategic planning, quality assurance, policy development and review, institutional and organisational review, design and restructuring, change management, leadership development, mentoring

Areas of Service: Education, visual and performing arts

Community Engagement: Board member, Chamber Music Australia; member, Musica Viva (Victoria) Management Committee.

**SANDY GUEST**

Program Manager  
Department of Primary Industries

Skills Offered: Mediation, coaching, learning and development, organisational development, communication, business excellence

Areas of Service: Teaching – Secondary Schools and TAFE (Canada and Australia), human resources – organisational development, public sector

Community Engagement: Mentor, African Think Tank Leadership Program; board member, Adult Centre for Disabled Adults (20 years); school council member (10 years). Having just moved to Melbourne, Sandy is looking to establish herself in some community activities.

**ANNETTE HUMPLIK**

Prosthodontist  
Royal Dental Hospital Melbourne

Skills Offered: Health services, research, promotion and education, small business development, leadership

Areas of Service: Clinical consultant public and private, education, health promotion  
Community Engagement: Hume Global Learning Village.

**ROSIE JOHNSTON**

Marketing and Event Management  
Consultant and Industry Trainer  
The Advisors

Skills Offered: Marketing, event management, business development

Areas of Service: Marketing, event management, business development

**CARMEN KESHISHIAN**

Project Manager  
Keshco Pty Ltd

Skills Offered: Project and program management, business management, contract management, procurement management, strategic planning, business analysis, negotiation, facilitation, risk management

Areas of Service: IT, health, public sector, utilities, retail

Community Engagement: Limbs 4 Life, project manager; LV Alumni Reference Group (ARG), member.





**LOUISE KLOOT**

Consultant  
Nordinga Pty Ltd

Skills Offered: Finance, accounting, risk management, strategic management, corporate governance  
Community Engagement: Independent director, Whitehorse Community Health Service; Independent director, Divisional Counsellor (Victoria), CPA Australia.



**ROBYN LARDNER**

Marketing Co-ordinator  
Dimboola Guardian Pharmacy

Skills Offered: Corporate governance, event management, management, accreditation for health services  
Community Engagement: Board member, Leadership Wimmera; member, Rotary Club of Horsham East; committee member for the Horsham Town Hall Redevelopment.



**JAMES LOONG**

Senior Analyst  
Contractor

Skills Offered: Business planning, financial planning, mentoring, business turnaround  
Areas of Service: Not-for-profit, financial literacy  
Community Engagement: African Think Tank mentor project (Skillsbank).



**LOUISE MCINTYRE**

National Key Account Manager  
Innovation & Business Skills Australia

Community Engagement: Mentor, African Think Tank Leadership Community Program 2010.



**TERRY MILES**

Pinnacle Business Performance Solutions

Skills Offered: Leadership coach, mentor, project management, business restructuring, facilitation, training  
Areas of Service: Project management, defence, aerospace, healthcare



**ANTHONY MILLER**

Director  
Jacquard Projects Propeties Ltd

Skills Offered: Strategic planning, finance, board governance, knowledge of commercial and not-for-profit sectors  
Areas of Service: Disability, social housing  
Community Engagement: Director, Unity Care Housing Ass; Scope Victoria Ltd.

**DR PETER MOUNTFORD**

CEO  
Neopec Pty Ltd

Areas of Service: New opportunities and enhanced strategy  
Skills Offered: Innovation  
Community Involvement: Current project is a new not-for-profit: Stewards of Innovation for Social Equity.

**DR MARGI OLSON**

Business Analyst  
World Vision Australia

Skills Offered: Organisational change consulting, business process analysis, research, writing, editing  
Community Engagment: World Vision Australia; Oxfam Australia.

**ALAN QUINTON**

Assistant Chief Office Emergency Management  
Metropolitan Fire Brigade

Skills Offered: Mentoring, leadership  
Areas of Service: Youth, CALD communities  
Community Engagement: African mentoring program; Whitelion

**NARESH RAJA**

Finance Director  
Somaia Group

Skills Offered: Finance, strategic planning, mentoring  
Areas of Service: Finance, accounting  
Community Engagement: Mentor, African Think Tank.

**GWEN SCHWARZ**

Director – Planning and Corporate Affairs  
Building Commission

Skills Offered: Mentor, marketing, corporate and business planning  
Areas of Service: Governance, project management, management, strategic planning

**MICHAEL VAN DE WIEL**

Managing Director  
Quo Vadis Management Consulting

Skills Offered: Emergency procedures, mentoring, project management  
Areas of Service: Professional and business services, management, IT  
Community Engagement: Member and Chair, Emergency Planning Committee.

# EBLP 2009.2

**PETER WATKINSON**

Executive Director  
Department of Sustainability and  
Environment

Skills Offered: Government project  
management, governance, planning,  
administration, public administration  
Areas of Service: Government project  
management, governance, public sector  
management, planning

**KERRY WOOD**

Director - Retail Strategy  
BP Australia

Skills Offered: Management, strategy  
development, portfolio management,  
mentoring, risk management  
Areas of Service: Management, strategy  
development, portfolio management, risk  
management

## EBLP 2009.2

A critical element of both LV's WCLP and EBLP is the completion of a team-based community project. Each participant in these programs joins a cross-disciplinary project team and contributes their time and their talent to the challenges of some of the finest not-for-profit organisations across the state.

For the organisations, it means pro bono access to a team of talented leaders from government, business and not-for-profit sectors all focused on the needs of the organisation.

For participants, a period of collaboration with leaders from diverse backgrounds delivers a deeper understanding of self and broadens leadership expertise. Here we profile three of the projects undertaken by 2010 graduates.

# CASE STUDIES

## WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

# WCLP Joins Forces with Infoxchange

Infoxchange is a not-for-profit community organisation based in Melbourne. Born out of an idea to create a database for bed vacancies for people in need, Infoxchange has grown to become an organisation with a mission to create social equality and empowerment through access to information technology. In 2010 a group of WCLP participants worked with Infoxchange to determine the future of their Service to Service (S2S) initiative, a number of applications that allow efficient and secure interaction between services in the health and welfare sector such as electronic referral and respite care coordination. The group conducted a SWOT analysis and looked carefully at how S2S can be kept relevant in light of government eHealth initiatives. They then drafted a number of recommendations for

Andrew Mahar, Executive Director of Infoxchange. The project aimed to create a strategic framework and ensure S2S evolves with the changing face of the health sector in Australia and continues to coordinate services for people in need. Executive Director of Infoxchange, Andrew Mahar, said making time to reflect on the service and where it was headed was a significant part of the process. “Actually having the time to sit down and have a conversation with a group of people who have a wealth of knowledge in the sector was really beneficial,” he said. Andrew Block, one of the WCLP participants involved in the project, said the service was important to the health and welfare sector as it allowed health reform at the community level, not just in hospitals.

## EXPERIENCEBANK LEADERSHIP PROGRAM

# EBLP Teams Up with Limbs 4 Life

CEO Melissa Noonan and programs manager Jacinta Dyson established Limbs 4 Life, an organisation providing amputees with information and peer support, in 2005.

After an accident, Melissa had her right leg amputated above the knee. During her rehabilitation she saw a need for an organisation that could provide up-to-date information and a network of peers to support new and existing amputees to improve social inclusion, return to work and retain their independence.

With three permanent staff including Melissa and Jacinta, Limbs 4 Life is, in Melissa Noonan’s words, “staff poor”. The organisation has a strong network of volunteers but no permanent business support to assist with strategic planning to move Limbs 4 Life into the future.

In 2009, a group of LV’s EBLP participants worked with Limbs 4 Life to lift the public profile of the organisation by developing a marketing and communications strategy.

Through a number of meetings with Melissa and Jacinta the group also identified other pressing issues, such as developing sustainable funding for the organisation, which needed to be addressed in order for Limbs 4 Life to expand nationally and implement their marketing and communications strategy. Initially, the group approached the project without a clear idea of the issues within the organisation that needed to be addressed. After meeting with the Board of Limbs 4 Life they

quickly established a number of directives, which they worked on individually, using the strengths of each participant, and as a group.

The ExperienceBank participants elected a project leader, Mike Flower, to be a conduit between the team and the organisation. This allowed the team to establish three sub-groups to tackle different areas of the organisation.

While the project had its challenges, difficulties gaining adequate information about the organisation and the prohibitive nature of tackling small projects with a large group were quickly overcome. The team successfully developed a marketing and communications strategy, identified and implemented partnership and networking strategies, and looked at funding opportunities on a state, federal and local level.

Many of the participants have established a real connection to both Melissa and Jacinta and to the organisation itself, resulting in a continued association with Limbs 4 Life, the extension of initial projects and the development of new ones, particularly in acquiring funding for the organisation.

Melissa Noonan said it is always rewarding to get feedback from outside the organisation. “It’s terrific to get outside ideas, opinions and feedback. It gives the organisation a fresh injection of energy as well as realising areas in which we may be failing,” she said.

## EXPERIENCEBANK LEADERSHIP PROGRAM

# EBLP Connects with Taskforce

TaskForce is a specialist centre that provides counselling and other means of support for youth, adults and families in need across Melbourne. The people who benefit from the services of Taskforce have experienced significant disadvantage or a crisis in their lives. Complex issues such as chronic addiction, unemployment, and homelessness are some of the key barriers facing Taskforce clients. Many have fallen through the cracks and all too often have been placed in the “too hard” basket, which is where Taskforce, in operation since 1973, steps in to help.

After extensive discussion on what the EBLP group could bring to Taskforce, it was decided that an evaluation framework would be set-up. The group developed strategic evaluation activities to guide Taskforce’s future research functions, as well as act as support for future funding profiles, and promotional material. Since the implementation of this evaluation framework, Taskforce now has a range of valuable data collection tools at their disposal, as well as the near completion of an electronic collection tool where this data will be inputted. The not-for-profit has also secured funding for a part-time research assistant who will oversee the new framework and help it develop, and all Taskforce staff have been trained on how to utilise the new data collection strategies.

Taskforce valued the EBLP group’s willingness to push the envelope and take on leadership roles for the duration of the project, which the organisation describes as “an immensely positive experience”. In fact, in a recent review with the Quality Improvement Counsel, in which Taskforce described their involvement with Leadership Victoria, the organisation was cited as an example of leading best practice and innovation.

EBLP mentor Anna Georgalis (EBLP ’09), the manager of Initiative Design and Evaluation at the Department of Innovation, Industry and Regional Development (DIIRD), had wanted to take part in a community project for some time but was unsure how to go about it. That is, until she came across Leadership Victoria and, subsequently, Taskforce.

What emerged, Anna says, was that Taskforce “needed assistance with obtaining grants from government and philanthropic organisations. We suggested that we could help them better communicate what they were doing”. With over 25 years in public affairs, Anna was well placed to devise a strategy for Taskforce that effectively communicated their value and significance as an organisation.

The experience not only taught Anna how much “talent and commitment” exists within the NFP sector; it also acted as a valuable insight she was able to apply to her own work. “I learned that NFP groups like Taskforce work with very tight budgets and time constraints and that you have to be very efficient. I’ve been able to transfer that to my own way of working by always aiming for maximised efficiency with what resources I have.”

Since her involvement with EBLP, other organisations have approached Anna for help with similar objectives. “It’s a perfect example of how the little things that you can do can be very rewarding. It teaches you to think about how we can do things differently. EBLP is a crucial way for people to find pathways and develop,” she says.

# LV Guest Speakers

**PROFESSOR CAROL ADAMS**

Acting Dean and Chair  
Faculty of Law and Management  
Latrobe University Sustainability  
Taskforce

**PROFESSOR ROB ADAMS**

Director  
Design and Urban Environment  
City of Melbourne

**CAROLINE AEBERSOLD**

The Songroom

**ALBERT ALIANDER**

Team Leader  
IHSS, SCAAB

**ALAN ATTWOOD**

Editor  
The Big Issue

**ANGELA BAILEY**

Artist

**RUTH BAIN**

Chair  
Lucy Guerin Inc

**PAOLOA BALLA**

Artist

**JENNIFER BARRY**

Director and CEO  
Footscray Community Arts Centre

**CHUCK BERGER**

Legal Advisor  
Australian Conservation  
Foundation

**JIM BETTS**

Secretary  
Department of Transport

**NOEL BLENCOWE**

Governance Team  
CERES

**CHERRY BIRCH**

Director  
Birch Consulting Group

**PAUL BIRD (WCLP '06)**

State Director, Victoria  
Mission Australia

**RICHARD BLUCK**

Director, Leadership Horizons;  
Founding Executive Director,  
Leadership Victoria

**MICHAEL BRENNEN**

Programming Manager  
Footscray Community Arts Centre

**JARROD BRIFFA**

Kinfolk Café

**PAUL BRIGGS OA**

Director  
Indigenous Network of Victoria;  
founding Chairman of the  
First Nations Australian Credit  
Union; founding president of the  
Rumbalara Football Netball Club

**VIKI BRIGGS**

Manager  
Centre for Excellence in  
Indigenous Tobacco Control  
University of Melbourne

**KATE BURNS**

Program Director  
YMCA Victoria Youth Parliament

**DR MATTHEW BUTLIN**

Chair  
Victorian Competition and  
Efficiency Commission

**PETER COBB**

Department of Sustainability &  
Environment

**LUKE CORNELIUS**

Assistant Commissioner  
Victoria Police

**JASON CLARKE**

Founder  
Minds at Work

**MONIQUE CONHEADY**

CEO  
Flexicar

**DANIELLE CURRY**

Head of ATM Banking  
ANZ Bank Founder, Given the  
Chance  
**JOHN DALEY**  
CEO  
Grattan Institute

**BONNIE DALTON**

Producer  
St Jerome's Laneway

**MARK DANIELS**

Learning and Development  
Social Traders

**FELICIA DEAN**

CEO  
Rumbalara Aboriginal  
Co-operative

**PROFESSOR DAVID DE  
KRETZER A.C.**

Governor of Victoria

**MARIO DE PASQUALE**

Chair  
Footscray Community Arts Centre

**ELISA DE WIT**

Partner  
Norton Rose Group

**DR MEI LING DOERY**

Board Member  
Vic Health

**PERI DIX**

Principal  
Marysville Primary School

**JASON EADES**

CEO  
Koorie Heritage Trust

**JULIANA ENGBERG**

Artistic Director  
ACCA

**PETER EVANS**

Director  
Dead Man's Cell Phone

**GREG FISHER**

General Manager  
FCCC

**BERNADETTE FITZGERALD**

Producer  
Arts & Learning

**KATHRYN FOSTER**

SACS Consulting

**DENISE GOLDFINCH**

Manager  
Youth Links, Noble Park

**TIM GOODWIN**

Lawyer

**PETER GORDON**

Principal  
Gordon Legal

**DR PATRICK GREENE**

CEO  
Museums Victoria

**RAY HAIR**

CEO  
PLAN Australia

**MEG HALE**

Project Curator  
Participating Artists

**ANNA HALL**

Executive Director  
Springvale Community Aid &  
Advice

**IAN HAMM**

Executive Director  
Aboriginal Affairs Victoria  
Department of Planning and  
Community Development

**TODD HARPER**

CEO  
VicHealth

**MASATO HIGGS**

Communications Manager  
Fifteen Foundation

LV, AND PARTICIPANTS FROM OUR IGNITING LEADERSHIP, WCLP, EBLP AND BOS PROGRAMS, WISH TO THANK AND ACKNOWLEDGE THE FOLLOWING GUEST SPEAKERS WHO CONTRIBUTE SO RICHLY TO OUR PROGRAMS.

**PROFESSOR DAVID HILL**

Director  
Cancer Council of Victoria

**SUE HILL**

Manager  
Marysville Village

**SUPERINTENDENT PAUL  
HOLLOWOOD**

Senior Investigations Officer  
Task Force Phoenix, Crime  
Department  
Victoria Police

**BRAD INGRAM**

Outlook Environmental

**SHAUN ISBISTER**

Graduate Teacher  
Teach for Australia, Mill Park  
Secondary College

**ANDREW JACKOMOS**

Director  
Koori Justice Unit

**ROGER JONES**

Professorial Research Fellow  
Centre for Strategic Economic  
Studies  
Victoria University

**AZA KATAR**

Representative of the Muslim  
community

**KON KARAPANAGIOTIDIS**

Founder & Coordinator  
Asylum Seeker Resource Centre

**JEFF KHAN**

Artistic Director  
Next Wave Festival

**KIRSTEN LARSEN**

Policy Research  
Victorian Eco-Innovation Lab  
University of Melbourne

**MAGGIE MAGUIRE**

Abbotsford Convent

**ANDREW MAHAR**

Founding Executive Director  
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Assistant Director  
Health Development Unit  
(Prevention & Population Health  
Branch)  
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**FIONA MAXWELL**

Executive Director  
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National Aboriginal Community  
Controlled Health Organisation;  
Director of the Academy of Sport,  
Health and Education (ASHE)

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Austin Health

**JAMES MURPHY**

Founder/Manager  
Kere Kere

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Executive Director, BSL;  
Member, Australian Social  
Inclusion Board

**GARRY OLIVER**

Chairperson  
FCCC Board

**MEAGHAN O'SHANNESY**

Dairy Farmer

**SHELLY PARK**

CE  
Southern Health

**KIRSTEN PILATTI**

Communications and Marketing  
Manager  
Breast Cancer Network Australia

**MELODIE POTTS**

CEO  
Teach for Australia

**SALLY QUINN**

Green Collect

**TERRY RAWNSLEY**

Associate Director  
SGS Economics & Planning

**KATRINA REYNEN**

Assistant General Manager  
Innovation & Next Practice  
Division  
Department of Education and  
Early Childhood Development

**DAN ROMANIS**

CEO  
Royal District Nursing Services

**CATHERINE SCARTH**

General Manager Community &  
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**REBECCA SCOTT**

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CEO  
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**PROFESSOR PETER SHELDRAKE**

Professor of Business  
Entrepreneurship, Graduate  
School of Business  
RMIT

**STEPHANIE SIMSON**

Program Coordinator  
Charcoal Lane

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Editor  
The Zone  
The Age

**ANNA SKARBEB ED**

ClimateWorks Australia

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CEO  
Victorian Council of Social  
Services

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SGS Economics & Planning Pty  
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Associate of Judge Mordy  
Bromberg  
Federal Court of Australia;  
Secretary, the Victorian Council  
for Civil Liberties

**NATHAN THOMPSON**

Ambassador  
beyondblue

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# Alumni Guest Speakers

**KEN THOMSON**

Chairman  
Hume Global Learning Village  
Committee

**ANN TONKS**

General Manager  
Melbourne Theatre Company

**NIKI VINCENT**

CE  
Leaders Institute of SA

**CAM WALKER**

Friends of the Earth

**HEATHER WELLINGTON**

Consultant

**KELSEY WILSON**

Program Coordinator  
The Ecumenical Migration  
Centre

**LEONIE YOUNG**

CEO  
beyondblue

**NIKKI ZERELLA**

Producer  
Arts and Access

**ADRIAN APPO (WCLP '99)**

Executive Officer  
Ganbina

**CORRINE ARMOUR (WCLP '01)**

Leadership and Mind Coach  
Extraordinary Futures

**HARRY BARBER (WCLP '95)**

CEO  
Bicycle Victoria

**PAUL BIRD (WCLP '06)**

Victorian State Director  
Mission Australia

**JEREMY BLACKSHAW (WCLP '00)**

Partner  
Minter Ellison Lawyers

**SEAMUS BRADLEY (WCLP '08)**

Associate Editor  
The Age

**SARAH DAVIES (WCLP '06)**

CEO  
Melbourne Community  
Foundation

**JAMES GARRIOCK (WCLP '09)**

Chief Executive Officer  
Insync Surveys Pty Ltd

**NICHOLAS GOLD (WCLP '02)**

Human Resources Manager  
Melbourne Museum

**ANDREW GRANT (WCLP '99)**

CEO  
CO2 Group Limited

**TIM GREENALL (WCLP '02)**

Special Counsel  
Madgwicks Lawyers

**ANNE HARTICAN (EB '10)**

Bespoke Results

**PAUL HIGGINS (WCLP '97)**

Emergent Futures

**HELEN KENNEDY (WCLP '98)**

Manager  
Family Counselling Service  
Victorian Aboriginal Health  
Service Co-Operative

**DEBBIE KING (WCLP '97)**

Managing Director  
Success Works

**CHRIS KOTUR (WCLP '94)**

Consultant

**WENDY LUNDGAARD (WCLP '03)**

Director  
Win-Win Workplace Strategies  
Pty Ltd

**FIONA MCLEOD (WCLP '03)**

Senior Counsel  
Victorian Bar

**FRANK MCGUIRE (WCLP '98)**

Managing Director  
Global Learning Village

**PAUL NOONAN (WCLP '98)**

Partner  
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**MATT O'KEEFE (WCLP '08)**

Partner  
KPMG

**PETER PEARCE (EB '06)**

Director  
Asia Pacific Training Institute

**HENRY REYNOLDS (EB '08)**

Global Leader Risk Management  
GHD

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ABC Radio

**RENEE ROBERTS (WCLP '04)**

General Manager – Credit  
Frameworks, Credit Risk  
National Australia Bank

**ANGELA RUTTER (WCLP '09)**

Manager, The Climate Project  
Australian Conservation  
Foundation

**PRU SANDERSON (WCLP '95)**

CEO  
VicUrban

**DARREN SCAMMEL (WCLP '03)**

Partner  
Minter Ellison Lawyers

**MARK STONE (WCLP '93)**

CEO  
Tourism Victoria

**GENEVIEVE TIMMONS (WCLP '90)**

Philanthropic Executive  
Portland House Foundation

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Director  
Barbara Ernst Pty Ltd

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General Manager  
The Brewery Project  
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Member for Doncaster  
Shadow Minister for Mental  
Health, Drug Abuse, Community  
Services, Employment and Climate  
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IN 2010, THE FOLLOWING COMMUNITY ORGANISATIONS RECEIVED PRACTICAL SUPPORT FROM CURRENT PARTICIPANTS AND LV ALUMNI THROUGH LV PROJECTS.

# Organisations Supported by LV

Active Girls Breakfast	Gowrie Victoria	Redesdale Cultural Tourism Event
AFL Coaches Association	Great Connections	Regional Achievement and Community Awards
African Think Tank	Green Magpies	Reichstein Foundation
Alpha Autism Inc	Group Study Exchange Team Leader	Richmond Rotary
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Bridge Project YMCA	Leadership Plus	Stonnington Arts Group
Broadmeadows Netball Association	Light House Foundation	Students Partnerships Worldwide
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Bush Heritage	LINK Community Transport Inc	The Hub Melbourne
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CPA Australia	Multicultural Arts Centre	Vic Law Commission
Cricket Victoria	Multicultural Arts Vic	Vic Sport
Dandenong Community Advisory Bureau	National Disability Services	Vic Sport Professional Development
Early Childhood Management Services	New Leaders Arts Network	Vic Sports Women
East Timor Small Business Development Fund	OakTree Foundation	Victorian Bushfires Reconstruction and Recovery Authority
Elderly Rights Advocacy Organisation	Odyssey House	Victorian Youth Mentoring Alliance
Energy Innovation Corporation	One in Five	Website Package Development
Environment Victoria	Outworks Program – Scope	Whitehorse Community Health
EW Tipping Foundation	Oxfam Australia	Whitelion Juvenile Justice
Extended Families	Oxfam SkillShare	Windemere Child and Family Services
Eye and Ear Hospital	Oz Child	Women's Circus
Fitted For Work	Peers Inspiring Peers	Women's Golf Tournament
Flat Earth Innovative Concepts	People and Park Foundation	Women's Health West
Football Federation of Victoria	Polio Australia	Yarra Youth Leadership Network
Foundation for Cambodian Development	Port Phillip Prison	ZoeBelle
Ganbina Aboriginal Corporation	Project Hope Horse Welfare Victoria	
GordonCare		

# LV PEOPLE



# LV Council



**JOHN ALLEN**  
Principal, John Allen & Associates



**DR MATTHEW BUTLIN**  
Chair, Victorian Competition and Efficiency Commission



**JILL CALDER**  
Director, Tango Public Relations



**DR STELLA CLARK**  
Chief Executive Officer, Bio21 Cluster



**GEOFF COSGRIFF**  
Executive Director, Infocos



**JED MACARTNEY OAM**  
General Manager, Central and Eastern Region, Gemco Rail



**JERRIL RECHTER**  
Executive Director, Leadership Victoria



**GARRY RINGWOOD**  
Executive Director, Executive Interim Management



**STUART SIMSON**  
Managing Director, Simson Media



**JANE TONGS**  
Chair, Netwealth Investments Ltd

This year we farewelled

Kim O'Byrne

Suzanne Teese

Astra Vitols

Not Pictured

Tom Cho

# LV Team



JOSIE DAW



MONICA TER HUURNE



SUSAN JONES



JERRIL RECHTER



SUNITA VARLAMOS



ROSEMARY WHITE



SIMONE CARRODUS



BELINDA COLLINS



MANNY MAUNG AND JAMIE COOKE

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Leadership Victoria is supported by The Truby and Florence Williams Trust, and the Schiavon Trust which are managed by ANZ Trustees



LEADERSHIP VICTORIA

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Human Resources Manager  
City of Melbourne

**RICHARD DENT (WCLP '04)**  
Chief Executive Officer  
EW Tipping Foundation

**SHARON HUTCHINSON (EBLP '07)**  
Manager Organisation  
Development & Acting Risk  
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**JAN MAHONEY (EBLP '07)**  
Director  
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Director & Principal  
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Manager, Community Programs  
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**GAIL ROONEY (EB '08)**  
Former Human Resources  
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Australia Post

**LOUISA TROMBIN (WCLP '09)**  
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Managing Director  
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Chief Executive Officer  
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**RICHARD DAMMERY (WCLP '07)**  
Partner  
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Former Executive Director  
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Consultant, Director  
Western Bulldogs, People &  
Parks Foundation, the Victorian  
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**PETER LAVER**  
**VICE-PRESIDENT**  
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**MANAGING PARTNER**  
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**JAN MAHONEY (EB '07)**  
Director  
Grampians Wimmera Mallee  
Water Corp

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Philanthropic Executive  
Portland House Foundation

**JANICE VAN REYK (WCLP '95)**  
Senior Manager – Environment  
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**JOHN WARBURTON**  
Director  
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**KATE BURNS**  
YMCA Youth Parliament

**MARY CROOKS**  
Victorian Women's Trust

**PETER ELLYARD**  
Preferred Futures Group

**PROF ANDREA HULL**  
Cultural Change

**JOHN THWAITES**  
Climate Group

**JANICE VAN REYK (WCLP '95)**  
Senior Manager – Environment  
Manidis Roberts

LV's Leader in Residence  
**CHRIS KOTUR**

2010 Oration: "...On Leadership"  
**MARK SCOTT, MANAGING DIRECTOR, ABC**  
MC: **James Dunn** (WCLP '98),  
Dunn Media

LV Salon Event  
**PROFESSOR ROB MOODIE**  
**MARTYN COUTTS**

LV Presentation Dinner  
**TERRY MORAN AO**  
Secretary, the Department of  
Prime Minister and Cabinet  
MC: **Kathy Bowlen** (WCLP '93)  
Darren Sticklen (WCLP '01),  
Artists Services

RMIT Interns:  
**JAMIE COOKE**  
**REBECCA KAMM**  
**MANNY MAUNG**

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Bikini  
Corrinne Armour  
Callan+Associates  
Brotherhood of St Laurence  
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Carla Gottgens Photography  
Lynne Cazaly  
Greg Collette  
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