

Leadership *in* Action

YEARBOOK 2014



LEADERSHIP
VICTORIA



Our Partners

Leadership Victoria gratefully acknowledges the contribution of our partners.

Their valuable support of our vision and mission truly makes a difference in developing leaders for social impact.

FOUNDATION PARTNER

HUGH WILLIAMSON FOUNDATION

MAJOR PARTNER



GOVERNMENT PARTNERS



Department of Premier and Cabinet
Department of Justice

PARTNERS



ORGANISATIONS WE HAVE WORKED WITH IN 2014 INCLUDE:



African Think Tank Inc



ON BEHALF OF



Leadership *in* Action



In this rapidly changing world, we need adaptive leaders with the vision, influence and ethics to lead and drive change for the common good and a better world.

At Leadership Victoria, we inspire leadership character, we develop leaders as mobilisers and change agents – with and without authority, we connect leaders through networks to deepen their skills and share leadership practice, and we harness leaders for impact towards the common good.

Through our programs, events and activities, we focus on leaders developing their leadership consciousness, fostering their “vertical development” (increasing the capacity to learn and develop), as well as their “horizontal development” (technical skill development). Leaders experience rich opportunities to broaden their learning through exposure to new and diverse experiences, people and ideas.

We encourage continuous learning and build connections and networks for all who are connected with us. We work across all sectors – business, government and non-profit, and we work with all demographics and many cultures.

Through our partnerships and collaboration with organisations in both leadership development and social impact, our powerful leadership approach has transformed teams, workplaces and organisations, as well as individuals.

We synergise inspiration, development, connectedness and impact. We contribute to business outcomes. We help government implement their programs. We work with civic organisations to make a difference.

For Leadership Victoria, 2014 has been a year of **Leadership in Action.**

AT A GLANCE 2014



Contributed more than
25000 hours
IN COMMUNITY PROJECTS

Provided leadership development to
over

500
PROGRAM
GRADUATES

Designed & delivered

30

CUSTOMISED
Leadership,
mentor and board support
programs for clients

PROVIDED

85

PROBONO
MENTORS

Delivered more than

2100
HOURS

of Leadership Development

SUPPORTED BY OVER

1000
ALUMNI

Membership by

115

COMMUNITY
ORGANISATIONS
of GreatConnections

over

1000
PEOPLE
AT OUR
EVENTS

Awarded

26

SCHOLARSHIPS
TO ASPIRING LEADERS
IN NFP ORGANISATIONS

MORE THAN

450
VOLUNTEERS,
CLIENT MANAGERS AND MENTOR
COORDINATORS

MORE THAN **200**
speakers
at programs and events

Message from the Premier



Victoria wouldn't have become the thriving state it is today without a proud history of great leaders in diverse fields whose actions have strengthened our community.

To continue this tradition, we need to work hard to develop and support the leaders of tomorrow.

We need to encourage emerging leaders across our government, business and nonprofit sectors to take up the challenge of leadership. We must foster them so that they will bring their vision, influence, ethics and compassion to the challenges of the future.

Through its partnerships, social impact and leadership development programs, Leadership Victoria plays a key role in Victoria's future. Developing leaders in action, who contribute to the community and help to create strong and effective organisations, helps to create a thriving Victoria for the future.

On behalf of the Victorian Government, I congratulate the graduates of Leadership Victoria's 2014 programs, and to the many alumni and GreatConnections volunteers who have contributed thousands of hours of highly skilled pro-bono support to make a difference for Victorians.

Thriving communities are a result of great leadership in action, and the Victorian Government is proud to support Leadership Victoria to strengthen our community by developing great leaders for an even better Victoria.

A handwritten signature in blue ink that reads "Denis Napthine". The signature is written in a cursive, flowing style.

The Hon Dr Denis Napthine MP

Premier of Victoria

From the Chair and Chief Executive

Today, Leadership Victoria is supported by a network of more than 1,000 alumni, corporate, government and philanthropic partners and supporters, GreatConnections volunteers, and our small but dedicated staff team. This collaboration is truly a demonstration of Leadership in Action, with “contributing to the common good” as its core value.

In 2014, Leadership Victoria’s activities have included:


- Bringing latest global knowledge to Victoria through Immunity to Change Masterclass with Dr Lisa Lahey from Harvard, and Authentic Leadership Intensive with Nick Craig, President, Authentic Leadership Institute
- Working with other organisations across all sectors to develop and deliver 30 customised leadership and mentor programs to a range of audiences
- Establishment of an LV Associates Network bringing additional capacity and specialist capability in facilitation, coaching and psychometric profiling to our Faculty
- Continued delivery of renowned public programs such as the Williamson and Folio Community Leadership Programs, Igniting Leadership and NFP Board Programs; and introducing a Creative Leadership Series
- Delivery of social impact projects in 115 community organisations by 450 Client Managers, Mentor Coordinators and volunteers

Of course, our success is measured not by the level of activity, but in the outcomes and impact for individuals, in organisations and in the community.

The important work of Leadership Victoria would not be possible without the vital support of our government, corporate and philanthropic partners, not only for Leadership Victoria, but also in the communities in which they operate. To the many people who give their time voluntarily as speakers at our programs and events, as members of selection panels, or in an advisory or other pro bono capacity, I thank you all most sincerely for your invaluable support.

Our sincere thanks to our social impact GreatConnections pro bono team, our staff team and to Council members for your hard work and unwavering commitment to our mission in 2014.

On behalf of the Council of Leadership Victoria, congratulations and thank you for a year of achievement and positive impact: a wonderful demonstration of **Leadership in Action.**

Geoff Cosgriff

Chair, Leadership Victoria Council




Richard Dent OAM

Chief Executive

Tailored Leadership Solutions

When LV develops and implements customised leadership programs for organisations, the result is a perfect fit for both participants and their employers.

“The program has been invaluable,” says Chris Haspell, Service Desk Team Leader, and a 2014 participant in the leadership program developed by LV as part of the organisational development framework at Boroondara City Council.

“Quite often we are promoted to positions that include the word ‘leader’, but making that transition isn’t something that happens overnight. The leadership program provides tools to develop leadership qualities. It’s also created opportunities for collaboration across teams that simply wouldn’t exist otherwise.”

Back at work, participants have a chance to show off their new leadership skills in action.

“Participants in the programs have been inspired and supported to practice their leadership skills back at the workplace,” says Lucia Giagnorio, Manager, People, Culture and Development at Boroondara.

“Many have formed close bonds with other participants and meet regularly to discuss leadership challenges and approaches to resolve the issues. Three of our participants have already been promoted to other leadership positions, which is a very rewarding outcome.”

The Change Agent Network (CAN), an initiative funded by the Victorian Government Department of Health and led by Turning Point in collaboration with VAADA, the Bouverie Centre, and Bendigo Community Health Services, drew a diverse cohort of emerging and established leaders in the Alcohol and Other Drugs Sector (AOD) from across Victoria.

The leadership program, developed and delivered by LV, took participants on a ‘deep dive’ experience in leadership inside and outside the workplace, preparing and enabling them to develop a robust and thriving community of practice to generate and support culture change within the AOD sector, particularly during and beyond the sector reform process.

In 2014, Leadership Victoria has delivered 30 tailored leadership, mentor and NFP board development programs for a range of organisations including Knox City Council, Australian Dental Association Vic Branch, African Think Tank, University of Melbourne’s Graduate Students Association, Victorian Department of Sport and Recreation and National Disability Services Victoria.

By working with other organisations, our unique leadership model is having a broader impact and helping to develop more leaders in action



L-R: **Kristina Williams, Phil Coyne, Pru Smith, Lucia Giagnorio, Chris Haspell, Marilyn Kearney, David Cashmere,** at Boroondara City Council.



The Boroondara City Council customised leadership program included a visit to Carrical House to connect participants with the community they serve

“ Through our leadership program, we hoped to achieve a more robust and cohesive group of leaders, who could shepherd major reforms in the alcohol and other drugs sector... Since completing our program, the Change Agent Network Community of Practice has met monthly. We have appointed office bearers, developed our Terms of Reference and written a project plan as a Community of Practice. As leaders in a time of change, we have been able to share information and ideas, and supported each other in our leadership development. ”

**Sally Ryan, Convenor,
Change Agent Network.**



Bridging the gap *between* Business and NFP

While both business and community organisations benefit separately from Leadership Victoria's programs, the impact is greater when the two combine.

Leadership Victoria's partner, Pitcher Partners, showed its commitment to supporting community organisations in 2014 by offering a series of scholarships for our Not-For-Profit (NFP) Board programs.

Sue Dahn, Executive Partner at Pitcher Partners, says it's crucial that business and community organisations work together to solve the problems of today and tomorrow, and supporting the development of our future leaders is a perfect way of doing so.

"Today's business and community challenges are complex, and single disciplinary and single sector approaches to those challenges no longer work. We need the joined-up effort of business and the community working together for the future. Both sectors are enriched by the other's contributions."

"Leaders who focus only inside their organisations – drawing their power and influence from their formal role and responsibilities – are not the leaders we need for the future. Leaders who grow and expand through multiple communities, networks and organisations build the self-awareness, insights, relationships and resilience to lead themselves and their organisations to strong, collaborative future outcomes."

Nayuka Gorrie, a non-executive Director at the Australian Youth Climate Coalition, is on her way to becoming one such leader, having been a recipient of a scholarship in 2014. Nayuka attended the Orientation to NFP Board Leadership Program.

"I left feeling empowered to fulfil my duties and make the right decisions as a board member, and continue my journey in NFP board leadership. I have also gained a further understanding of technical skills required such as legal and financial requirements."



“Representation of young, Aboriginal women like myself, and other marginalised groups will remain low without opportunities such as this. Without this opportunity I would not have been able to access the skills and knowledge of the experts who spoke at the program; I would not have made the connections I made and I would not feel as empowered as a board member.”

**Nayuka Gorrie, Non-Executive Director,
Australian Youth Climate Coalition.**



L-R: **Marnie Gibson**, Orientation to NFP Boards program graduate; **Sue Dahn**, Executive Partner at Pitcher Partners; **Rikki Andrews**, graduate of Director Dynamics, a masterclass for experienced Board members which addresses current issues and challenges faced by NFP Boards.

L-R: Orientation to NFP Boards participants **Melinda Collinson**, **Karen Spiteri**, **Tim Dionyssopoulos** and **Nayuka Gorrie**, with **Amanda Stephens**, Mayor of Port Phillip and program guest contributor



Making *an* Impact

From large-scale community issues to individual pro bono support in strategic planning or NFP Board placements, our social impact programs, including GreatConnections and mentoring, have broad community impact.

One such project, Winter Warmth, is a collaborative program run by Doncaster charity Doncare Community Services with support from Community Information & Support Victoria (CISVic), and funded by Bendigo Bank. Local man Des Galgut enlisted the collaborative forces of Doncare, Manningham Community Enterprises Ltd and CISVic to successfully develop Winter Warmth. The program helps pay winter heating bills of elderly residents who would often spend their day in bed to keep warm, unable to afford heating but reluctant to ask for help.

Their ultimate aim, says Barbara Zeller, the program's manager at Doncare, was to document the program's achievements, with a view to rolling it out to other agencies. They turned to LV's GreatConnections program, and Client Manager Sharon Coates connected them with Tracey Jarvis-Ball who provided pro bono support to conduct an evaluation of Winter Warmth.

"Tracey brought her fantastic leadership skills and enquiring mind to the program, which helped us reflect and think about how it all came together and what we'd

like to see happen in the future. She listened to all the players and came back with a completely objective perspective," says Barbara.

"The end product is totally invaluable. With an evaluation like this, we can roll it out to other emergency relief agencies – it's easy to show them how it can be done now."

For her part, Tracey is thrilled to have been able to bring her expertise to this worthy project.

"The early adoption of evaluation planning, analysis and reporting by the NFP sector will enable organisations, their clients and funding bodies to develop a better, shared understanding of program objectives, as well as improving access to limited resources, and encouraging collaborative partnerships such as Doncare and Bendigo Bank," she says.

LV's social impact and GreatConnections programs provide leaders with the opportunity to connect and collaborate across sectors to truly put their leadership into action



Through LV's diverse range of mentoring programs, our mentors share their experience and knowledge with emerging and established leaders, community projects and not-for-profit boards. Our mentoring programs help to build capacity of leaders in the community sector, with an impact on individual and community sector performance. Mentoring is rewarding for the mentors and mentees alike, with reflection leading to personal development on both sides of the mentoring relationship. LV's Mentor Coordinators play an integral part in the successful delivery of LV's mentoring programs by supporting the mentor-mentee relationship through advice, resources and encouragement.

L-R: Mentor Coordinators **Denis O'Hara, Sandy Guest, Keith Perkin, Gordon Hollonds.**



L-R: Volunteer **Tracey Jarvis-Ball** with Winter Warmth collaborators **Barbara Zeller, Des Galgut, Doreen Stoves, Ray Lord.**

“It has improved my mentoring capability and provided me with a great opportunity to assist an enthusiastic young African Australian leader with huge potential to support his community and address diverse needs with compassion and wisdom.”

Ken Parker (left), mentor to Philip Gai (right), as part of the 2014 African Leadership Development Program.



Good Leaders *make* Good Business

Organisations who partner with Leadership Victoria benefit from LV's experience, connections, profile and expertise. LV tailors leadership programs to their high-potential leaders, and the business benefits are manifold.

"Without great leaders you will not have a great organisation," says Craig Dent, CEO of State Trustees Ltd.

Josie Brown, Regional Manager – East, Client Services at State Trustees, agrees: "Developing great leaders in business is critical, as business success and performance outcomes are driven by the calibre of leadership within an organization."

"The more self-aware and authentic leaders are, the better connected they are to their teams, which means that mutual goals and strategic goals are more likely to be met," says Josie, a participant in the 2014 Folio Community Leadership Program.

Erin Ryan, Manager of Organisational Development at our partner, the Victorian WorkCover Authority, confirms that the impact on culture, employee engagement and business outcomes are just some of the benefits to the VWA's Leadership Victoria programs.

"Participants come back from the programs inspired to make a difference - given the people you meet, hear and learn from during the programs, it's hard not to be! The programs' focus on self awareness, emotional intelligence and self discovery means that participants also come back to the workplace with a greater understanding of who they are as leaders, which can be very powerful."

Craig Dent agrees the whole workplace can benefit from the experiences of participants.

"The learnings from those who have participated in the Williamson, Folio, Igniting Leadership programs and board development sessions have been shared; and tools and techniques that were introduced through these programs are now being utilised throughout all leadership levels within State Trustees."

"Participation in LV programs is a life-changing experience. I am very proud to be a LV alumnus and would recommend it to other organisations who are also committed to the holistic development of their leaders."



The State Trustees executive team L-R: **Michelle Johnston, Gideon Perrott**
Melanie Lewis, Craig Dent, Angela Burton, Paul Manning, Geoff Purcell, Agata Jarbin.

“ Within an organisation, leadership – good or bad – has a huge impact on the culture, employee engagement and business outcomes. We see developing the capability of our leaders as a critical success factor in reaching our strategic goals as well as creating a great place to work.”

Erin Ryan, Manager, Organisational Development, Victorian WorkCover Authority.



Developing Community Leaders

In 2014, the African Think Tank invited Leadership Victoria to deliver their African Leadership Development Program to 30 participants with diverse backgrounds from the African Australian community.

The comprehensive leadership program included collaborative community projects, a focus on peer support and networking, and a mentor program.

Dr Berhan Ahmed, chairman of the African Think Tank, says the breadth of experience the LV program offered contributed in no small way to its success. He says one of the best things about the program was the opportunity it presented for forging new connections.

“This training helps to bring a common value of leadership to the diversity of the African community here in Australia,” says Berhan.

“The most important outcome of the program is that it has brought all the different African communities closer. Inter-community relationships have strengthened and leaders who have made contact through the program have started to invite each other into their communities, bringing interconnectedness. This outcome – bridging the gap – can have a huge impact on our communities working together with a united vision for a common future.”

“We need Leadership Victoria to help hatch new leadership. With the program, the generational gap has started to narrow, and the gender gap too. It helps to break down the barriers between the past and the future. That’s how I see LV – it brings the history and practice of leadership into the future.”

Amel Digge says the program has been very rewarding for her. “The program has helped me to explore my own leadership style. It has also provided me with the professional leading strategies to secure a sustainable social impact on my community”

“Family and community are the major foundations of African identity, so developing strong leaders within the African Australian communities will have a great positive social impact,” Amel says.



Participants in the 2014 African Leadership Development Program with representatives of the African Think Tank board.

“ Strong leaders can make African voices, which are largely hidden, heard in the public domain. Leaders also have the influence to help Africans to successfully integrate and contribute to Australian society. Developing an effective collaborative network between the African leaders will enrich African Australians’ knowledge and experiences. ”

Amel Digge, 2014 African Leadership Development Program graduate.



Leading *in* Organisations

Alumni and graduates of Leadership Victoria's leadership programs say the benefits and impact they bring across the board, including in their workplace, cannot be overstated.

Mark Heaton, a 2014 WCLP participant and General Manager, Sales & Client Services at Ticketmaster, says, "I have taken away some great learnings from the program which have already had a significant impact on my own workplace."

"My overall leadership technique has developed greatly throughout the Williamson program (WCLP), and I have already implemented some clear initiatives in my workplace. Better communication with my team members, allowing them to work autonomously while knowing there is support when required, and more face-to-face conversations rather than the electronic kind, have changed the way I lead."

Louise James, Customer Service Manager at Transurban and also a WCLP graduate, agrees the benefit of strong leadership to workplaces can be huge.

"It is through strong leadership that Transurban is able to inspire and motivate team members to exceed organisational goals," she says.

"There is a direct link between strong leadership and employee engagement, product improvement, customer satisfaction and profitability."

Graduates of LV programs at all levels value the benefit of LV's cross-sectoral approach. Matthew Marszal, a participant in the Igniting Leadership program and Billing Team Leader at Transurban, agrees his newfound skills have been put into action in the workplace, and it's all thanks to the diversity of the program.

"Attendees came from private companies, volunteer organisations and government departments. Having that diversity throughout the program helped me to view leadership through different views and experiences, and meant there was plenty to take away to apply to my work."



L-R: LV graduates **Louise James (WCLP)**, **Joanne Ilsley (ILP)**, **Matthew Marszal (ILP)** at work at Transurban

“ My overall leadership technique has developed greatly throughout the Williamson program... I have taken away some great learnings from the WCLP which have already had a significant impact on my own workplace. ”

Mark Heaton,
General Manager,
Sales and Client services,
Ticketmaster.



Diving Deeply *into* Leadership

In 2014, participants in the **Williamson Community Leadership Program** enjoyed an intensive, experiential program that took them on a ‘deep dive’ into leadership in action. The impact for participants has been wide-ranging and long-lasting.

“I can already see this having positive impacts on my capacity to do great work,” says Maria Cameron, Senior Policy Advisor with the Department of Health and a WCLP ’14 graduate.

“I’ve taken ideas from WCLP and shaped them into suggestions for new ways we can do things at work. The head of my organisation has responded very positively to one particular suggestion I made based on my WCLP experience, and I look forward to seeing it take shape in coming months. I also took on an entrenched workplace issue and tackled it head-on, which contributed to a positive outcome on this issue for my organisation.

I don’t think I would have pursued it without the support at a critical point from a WCLP colleague.”

Luke Sullivan, General Manager of Asset Management at Orica, says the program has taught him the importance of leaders thinking outside their own fields.

“I believe it is essential that those with the potential to be great leaders are challenged to think beyond their immediate domain. The exposure to dissimilar industries and issues of community ensures that leaders grow beyond their innate abilities, to truly be effective in leadership roles.”

“I work in a global corporate organisation. Williamson has brought a balanced perspective of the challenges of not-for-profit and government as well as the corporate sector. I see my efforts going forward maintaining this exposure to all business sectors and Williamson has instilled a commitment to engage more closely with my communities.”

Built on Williamson principles and now in its second year, the **Folio Community Leadership Program** provides an equally impactful grounding for senior leaders to use their experiences and leadership for thriving organisations and social impact. Josie Brown, Regional Manager, Client Services at State Trustees and FCLP ’14 graduate, says the program has been invaluable, particularly to her work.

“The program is a wonderful opportunity for leaders to take the next step in their development and open their minds to issues they may not have previously considered. From a company perspective it is a great way to demonstrate investment in your employees, and wanting to harness their potential for personal development, which ultimately has a positive impact on demonstrated leadership within the business.”



2014 WCLP graduates **Maria Cameron and Luke Sullivan.**

“ The best things about Folio have been the relationships formed with other participants and the opportunity for self-reflection on my leadership. Every single participant has contributed to the group and I’ve learnt so much, not just from the program’s agenda but from my peers and fellow participants along the way. ”

Josie Brown, Regional Manager, Client Services at State Trustees and FCLP ’14 graduate.



Reaching *across* Victoria

Leadership Victoria's activities reach all across Victoria. Victorians face many shared leadership challenges, but regional and rural areas also have their own unique challenges. Leadership Victoria originally helped establish a number of regional leadership programs, and continues to collaborate with, and work in, many communities.

The high concentration of Leadership Victoria alumni in Shepparton, in Victoria's northeast, means past participants in a variety of Leadership Victoria's programs have formed a network of support and mutual respect based on a passion for furthering the growth of their community. They see the development of great leaders as crucial for their region's future. Complementing, and working in collaboration with, regional leadership development programs, Leadership Victoria's alumni have a huge impact on local communities.

"Programs like Leadership Victoria's are now essential to the survival of thriving regional communities," says Ross McPherson, Executive Chairman of McPherson Media Group, who is a Williamson alumnus from 1995.

Lyndon Galea, founder of the social enterprise Eat Up, which provides school lunches to children in need, agrees.

He first heard about Leadership Victoria from Ross, who has long been a mentor to him. Lyndon completed the Igniting Leadership Program this year.

"Developing leaders in any community is important, but it is essential in a regional community," says Lyndon.

"The influence - positive or negative - our local leaders are able to have is intensified because regional populations are often more agile to the different ideas introduced by new leaders or feelings captured from the community. Strong local leaders will ensure a positive, happy and growing community for all."

"Shepparton is a town of great passion and diversity - by connecting the great breadth of ideas and listening to the range of opinion - we can grow together and in a way that benefits everyone. I feel the greatest view for our community's future lies within the collective wisdom of all the people who call Shepparton home - the larger the number of locals engaging in this conversation, the louder the voice. Leadership Victoria's programs equip people with the confidence to speak and to respect the influence they have."



L-R: Shepparton LV alumni
**Lyndon Galea, Ross McPherson,
Suzanna Sheed, Imran Syed.**

We are proud to present the

2014 Williamson Community Leadership Program



SUZANNE BELL

Partner, Audit
KPMG

Suzanne has over 20 years of audit and advisory experience. She has a Bachelor of Commerce from the University of Melbourne and is an Associate of the Institute of Chartered Accountants in Australia (ICAA).

Suzanne is a former board member of Plan International Australia and the Melbourne Fringe Festival, a senior member of the Australian Davos Connection's Future Summit project team, and a former Chair of the Future Summit Leadership Awardee program.

"My most profound moment was when we were asked to identify the three things that we most valued - and to then go through the process of giving up two of them to help us understand the indigenous experience of dispossession. It was truly amazing."



ANGELA BURTON

General Manager – Operations
State Trustees

Angela has over 25 years' experience in the financial services industry, having held senior management positions across business sectors including Superannuation, Business and Life Insurance, and Statutory Insurance. Angela is the General Manager of Operations at State Trustees, and has a strong focus on client-centered service delivery, underpinned by a commitment to developing and supporting team culture of excellence.

"The stimulating conversations and challenging of my world views has provided me many opportunities for reflection over the year. For me the impact of the refugee school visit and talking with the children was such a humbling experience, which will stay with me for many years to come."



MARIA CAMERON

Senior Policy Advisor
Department of Health

Maria works on diverse health law reform, policy and strategic projects. Dynamic, creative solutions to complex problems are achieved, unconstrained by the limitations of hierarchy or orthodoxy. She matches this with strong community involvement, both internationally (Philippines, Bangladesh) and at home – literally. Her interest in urban farming (dairy goats, poultry, bees, horticulture) and community has inadvertently led to her household and community becoming an award-winning exemplar of sustainable living.

"The Canberra trip was incredible. It left me even more passionate about the necessity of balancing professional life with other aspects. We need leaders who are healthy and have perspective, rather than the burnout and tunnel vision that comes with devoting every waking hour to only one aspect of life."

**MELANIE CAREW**

Communication & Education Manager
Cooperative Research Centre for
Mental Health

Melanie is a passionate advocate for science with qualifications in management, science and communications. Her career to date has focused on large multidisciplinary teams, in particular those formed within the Cooperative Research Centres program. She has experience in engaging people on diverse topics including mental health and brain research, biotechnology, agriculture and crop improvements, evidence-based dental techniques, cleaner production for the dairy industry, environmental water flows and drought contingency plans.

“The session on framing gave me an insight into how values influence behaviour and thinking. This better understanding of both myself and others has fundamentally shifted my thinking about the nature of relationships, broadening my ideas about the possibilities that exist in tackling ‘wicked problems’.”

**MARYUM CHAUDHRY**

Global Volunteer
Victorian Multicultural Commission

Maryum is passionate about advocating for women, children and initiating change. She is a Commissioner with the Victorian Multicultural Commission, an AFL Multicultural Community Ambassador (North Melbourne) and Asian Cup 2015 Ambassador. Her previous roles include Vice-President of Islamic Council of Victoria (ICV) and CARE With ME. Her love for travel and new experiences has included being an Australian delegate at the 6th Regional Interfaith Dialogue Conference and DFAT exchange programs to Malaysia and Indonesia. Previously working for the Australian Taxation Office, Maryum is currently studying Arabic in Jordan and is excited by the future possibilities.

“My most profound moment came at the opening retreat: understanding my past to make room for opportunities.”

**CHRIS CLARK**

With an extensive strategic and operational background in not-for-profits and the arts, Chris has more than 15 years' experience as a professional musician while working in the government and philanthropic sectors.

Chris has proven ability to build exceptional stakeholder relationships that support strategies and objectives, drawing on his creative thinking to implement innovative communications and fundraising strategies, program evaluation, enterprise risk management and strategic change.

“My most profound moment was an experience every Australian should have, to turn the asylum seeker debate on its head. Being surrounded by students learning English as a second language was awkward until conversation turned to music and sport – transcending borders. A genuine exchange followed, providing insight to the journey of these extraordinary young people.”

**CATHERINE DILLON**

Principal
Mount St Joseph Girls' College

Catherine is committed to education and community work. With 23 years' experience in Catholic education in five Melbourne secondary schools, she has held several leadership positions and is now in her seventh year as principal. Complementing this work, she also enjoys working in community service and youth leadership.

“The most influential moments for me were occasions where I could listen to people living in adverse circumstance, benefiting from the strong leadership and care of committed individuals. It was wonderful to hear the pride and ‘turn around’ stories of Carrical House residents. The impact of compassionate leadership to restore respect, dignity and hope to those who are at the margins or have experienced homelessness was inspiring.”

**JARROD EDWARDS**

Director, Technical & Regulation
Victorian Building Authority

An executive member of the Victorian Building Authority, Jarrod has spent much of his professional life working in the public sector. Jarrod has a passion for problem solving and a commitment to achieving systemic solutions. A focus on contributing to public benefit is reflected in both his work and personal life. With the support of his wife Traci, Jarrod tries hard to balance work and self-discovery with a family of three children.

“My most profound moment came on day one: being confronted by feeling like an imposter amongst a cohort of seemingly gifted people. As Richard Dent explained, imposter syndrome should be expected, yet I was surprised to learn the majority of my fellow participants felt the same.”

**SUZANNE GATELY**

Manager Libraries
Libraries – Planning and Regulatory
The City of Newcastle

Suzanne was the Manager of Learning Communities for Hobsons Bay City Council and has 20 years' experience in local government. With a background in education, Suzanne was responsible for integrating lifelong learning together with the community development portfolios of GLBTIQ, multicultural, community grants, volunteering and health and wellbeing. Suzanne is passionate about building inclusive communities through equity of access to technology, information and services. She is now Manager Libraries for the City of Newcastle.

“I have been struck by the ongoing thread through each of our experiences which spoke of connection - connection to our values, to people, to the land, to country. The overwhelming sense I got was that people in communities long to belong.”



LUKE GIULIANI

Social Entrepreneur

Passionate about using technology to make the world better, Luke is a social entrepreneur who has started numerous projects and businesses. These include Squareweave, a web company making the world better with technology; Grace, a cafe in Fitzroy; OurSay, a social enterprise connecting citizens to decision makers; and The Fitzroy Academy of Getting Shit Done, a project to teach people how to work on ideas that don't even exist yet.

"My most profound moment was the collaborative experience of working with a fellow leader to help them work through an intractable problem they were facing in their work environment. A great opportunity to share experiences from a different perspective and environment."



NADINE GOLDSMITH

Head, Payments Management and Transformation
ANZ Bank

Nadine is the Head of Payments Management and Transformation at ANZ Bank, responsible for leading payments product capability across Australian Retail. Most recently, Nadine has led ANZ's representation on the business design of the Australian financial industry's New Payments Platform.

Nadine has been with ANZ for over 25 years in key people leadership and portfolio director roles.

"My most profound moment was travelling to Canberra. It was a privilege to gain key leadership insights from, cabinet ministers, chiefs of staff, lobbyists, the media and US embassy diplomats. I have a heightened respect for those leaders who stand up and speak up for the right outcomes for their communities, from within the complex political centre that is Canberra."



MAX GOONAN

Head of Round Tables and Forums
The Faculty

Formerly General Manager, Corporate Relationships for Bicycle Network, Max now has responsibility for business development and thought leadership at management consultancy, the Faculty. Max has also held senior roles in sports marketing and health promotion organisations and holds a Bachelor of Arts (Media) and a Master of Public Affairs.

"A number of moments early in Williamson helped set the tone of what has been an intensely rewarding experience of self discovery and a wide exploration of wicked problems. The power of optimism was a great learning when speaking with recently arrived children of asylum seekers. Their positive energy and resilience was truly inspiring."



BELINDA HARRIES

Assistant Director
Department of Premier and Cabinet

Belinda is an Assistant Director in the Intergovernmental Relations Branch of the Victorian Premier's Department. She has previously worked in the Department of the Prime Minister and Cabinet and in a policy consultancy firm on education, skills, fiscal policy and other issues. Belinda also has experience in international development, having co-founded the Pacific Institute for Public Policy based in Vanuatu and undertaken various consultancies in the Pacific Islands for the UNDP and AusAid.

"My most profound moment was listening to everyone's 'true north' - their honest insights into their personal and professional lives and their journey to be authentic leaders - and understanding my own personal responsibility to 'be the change I want to see in the world'."



MARK HEATON

General Manager,
Sales and Client Services
Ticketmaster

Mark has a passion for the entertainment industry and has worked in ticketing for the past 18 years, including 15 at Ticketmaster. Over that period he has worked his way from a junior event programmer to his current position of General Manager of Sales and Client Services for the Australia and New Zealand businesses. His job has exposed him to amazing leaders across the industry and enabled experiences that have inspired him to achieve great things.

"One of the most profound moments for me during the Williamson program was presenting my True North to the group. The opportunity to share some of my most life-changing experiences was a significant moment for me in my leadership journey."



SUZANNE HEVEY

Marketing Director,
Donald Cant Watts Corke

Suzanne has always had a passion for driving growth in organisations; from starting a restaurant in the UK at 21, to more recently building marketing functions within B2B Services and NFP organisations. Her goal is to help organisations grow through passion, knowledge and innovation. Suzanne is also a writer and is passionate about helping people connect their values with their behaviours and choices.

"The opening retreat was a real cracking-open for me. Connecting with new and amazing individuals, as well as with myself, in a very deep way set the scene for a completely transformative year. Asking a question of someone who worked against everything I believe in also presented a deep learning experience that I continue to benefit from."

**GREG IRETON**

Health and Human Services Emergency Management
Department of Human Services

Greg has extensive experience working within the government, non-government and university sector in disaster management and providing support to communities post-disaster.

“My most profound moments included: noting the commonality of the basis of hopes and fears of the majority of the group; learning more about the passion that many of the speakers and program participants have within their vocation; the opportunity to spend time to learn more about the life and experiences of those disadvantaged within our community.”

**LOUISE JAMES**

Customer Service Manager
Transurban

Louise is the Customer Service Manager at Transurban. Outside of her corporate position, Louise holds a Director position with One in Five, a NFP organisation which raises funds for medical research into better diagnosis, treatments and ultimately finding a cure for mental illness. She is also a proud mother of two girls, Georgie and Millie.

“The grace in which an asylum seeker shared his story was deeply moving. Here was a man who had endured so much demonstrating such gratitude, resilience, leadership and a genuine desire to make a difference in our community. While I felt embarrassed about our treatment of this young man, I felt privileged to have had the opportunity to hear of his journey.”

**RICHARD KANE**

Consultant Geriatrician
Eastern Health

Richard balances clinical and non-clinical responsibilities in his portfolio as a Consultant Geriatrician at Eastern Health. He is passionate about collaborating with others to improve the health and wellbeing of older people and views our ageing population as both a challenge and an opportunity. He is a Fellow of the Royal Australasian College of Physicians, an Adjunct Senior Lecturer at Monash University Faculty of Medicine, Nursing and Health Sciences and a Federal Councillor of the Australian and New Zealand Society for Geriatric Medicine.

“More than anything else, I feel like the program has opened up a window into parts of myself – values, views and interests in particular – that I did not know existed.”

**CLAIRE KEARNEY**

Director, Employment
Social Ventures Australia

Claire is a Director at Social Ventures Australia, where she is responsible for managing projects and developing strategies to effectively prevent and tackle long-term unemployment for Australia's most disadvantaged. Prior to joining SVA in 2008, Claire worked as a consultant for Quiller Consultants, a strategic communications consultancy in London, and as a Researcher for Ireland's leading think-tank on European politics, The Institute of European Affairs.

“Every month I looked especially forward to the Saturday sessions. The opportunity to explore the fundamentals of adaptive leadership, reflect on what my values are and how they impact my life, and examine how early experiences influence the type of leader I am today was a wonderful experience.”

**BETH KING**

General Manager
Kings Funerals

Beth returned to Geelong in 2009 after completing a BA/BSc and spending five years producing arts festivals in Australia and Europe. She is now regarded as an international leader in the funeral sector, developing eTributes remembrance technology and winning the Australian Funeral Directors Association Scholarship in 2012. Beth was voted Vaedictorian of the Leaders for Geelong program in 2013 and is President of Open House Geelong, a volunteer-run NFP.

“Completing the Immunity to Change activity in which we uncovered the hidden commitments that are preventing us from moving to the next stage of our development was hugely valuable and one of the times during the program where I could feel myself growing amidst discomfort and uncertainty.”

**KELLIE KING**

Manager, Community Services
Warrnambool City Council

Now based in South West Victoria with her family, Kellie's career has been spent in both metropolitan and regional Victoria. Having worked in local and state government, not-for-profits, small businesses and consulting; it's no surprise that she enjoys fostering cross-sectoral partnerships. Kellie's ongoing interests in community engagement and the creation of public value have been applied throughout her career to the education, health and community services areas.

“The approach to speaker questioning and application of Chatham House rules allowed us to see the very human face of leadership. The challenges, the mistakes, the generosity of spirit and the rewards are all on display, painting a realistic and nuanced picture of contemporary Australian leadership.”



HELEN LINDNER

Manager Statewide Projects
VicRoads

Helen is Manager of Statewide Projects at VicRoads, responsible for leading the delivery of community road safety behavioural programs. Helen has held senior government policy roles, developed and managed early childhood services and has an energetic, influential and transformative approach. Helen has influenced early childhood policy and road safety education at a state and national level and chaired the Australian/New Zealand Standard for child restraints for children with a disability. Helen has early childhood qualifications and a Masters in Public Policy and Management.

“My most profound moment was reading my profile at the opening retreat. Driving home I felt like I’d met myself for the first time, only to realise those around me knew me before I knew myself.”



KATE MACRAE

Adviser to Chief Executive Affairs
Monash Health

Kate is the Adviser to Chief Executive Affairs at Monash Health. She has worked in private, not-for-profit and public health systems and her clinical expertise spans a number of specialities. She is strongly aligned to the social model of health and how population health is interpreted and facilitated within public health systems. She promotes work that embeds interdisciplinary, evidence-based care across care continuums and supports seamless transitions of care within a patient’s journey.

“I repeatedly saw that a leadership role was not about reaffirming your own position – leadership needs to ensure genuine enquiry is enabled and acted upon. Leaders need to listen to the quieter voices and value diversity of thought.”



DONNA MARKHAM

General Manager Allied Health
Monash Health

Donna is General Manager of Allied Health at Monash Health, with professional leadership of more than 1200 staff and a yearly budget of \$35m.

Donna started with Monash Health eight years ago as an Occupational Therapist, and quickly moved into leadership roles. Donna has an interest in leadership, interdisciplinary practice and patient-centered care and strives to be a positive and influential leader.

“The relationships and connections I have formed with my peers in WCLP have been remarkable. The depth of understanding, the ability to challenge each other and grow together has been like nothing else I have experienced. This has been a pivotal point in my leadership journey and I am honoured to be sharing it with such incredible individuals.”



RICHARD MARKS

Metropolitan Regional Manager
EPA Victoria

Richard is the Metropolitan Regional Manager at EPA Victoria. Richard leads a team dedicated to preventing and investigating pollution and providing relief to communities impacted by wicked environmental problems. He is passionate about environmental justice and sustainability, and ensuring that disempowered people are represented.

“My most profound moment was an exercise in dispossession run by an Aboriginal leader in Shepparton. It was a very simple tool that gave a profound insight into the collective trauma of the first Australians.”



RACHEL MATTON

Transition Lead –
City West Police Complex Project
Victoria Police

The CWPC project is responsible for delivering the new Spencer Street Police Complex. With a passion for public value, lean process, safety and police operations, Rachel’s role has integrated a diverse operational user base with the design team to maximise the facility’s functionality and catalyse cultural change. Rachel has previously held positions in management consulting and retail.

“My most profound moment came in validating that youth doesn’t undermine credibility. If you’re thoughtful in your approach, base decisions on reliable data sources, deliver and evaluate in accordance with a strong plan and strive to always improve, you can be awesome at any age – just with a different style. There is no age threshold for leadership.”



ANNE MCEVOY

Chief Executive Officer
Rochester and Elmore District Health Service

Anne has been a CEO for six months, having previously held a variety of management and executive positions in health. Anne completed nursing training at Bendigo Health and has degrees in health sciences and management and is passionate about the health and wellbeing of rural communities. Married to a farmer and a mother of three adult children, Anne is also committed to her local community and is actively involved in supporting the recreation and social needs of the Colbinabbin district.

“My most profound moments included learning to move in and out of my comfort zone and ultimately recognising myself as a leader and acknowledging the unique traits and strengths I possess.”

**CHRIS NEWTON**

Head of Community Partnerships, Products & Services – Corporate Affairs & People
Australia Post

After experiencing banking, politics and the community sector, Chris now heads the Community Partnerships and Product team at Australia Post, leading a highly motivated team to build community programs that support the Australia Post business and community engagement strategies. Originally from WA, Chris holds a degree in commerce & Asian studies, graduate diplomas in finance, international development, and an MBA from Melbourne Business School.

“I won’t forget the look of both fear and hope in the eyes of young people dealing with the issues confronting them. To hear their stories of the barriers before them, their missteps and their next dreams was a defining experience. The up-close and personal experiences inside a prison and refugee support centres can’t be recreated.”

**KEVIN NUNAN**

Participant Liaison Officer, Design & Development Engineer
UnitingCare Life Assist / High Frequency Engineering

Kevin has a Bachelor of Engineering (Electronics), Graduate Diploma in Biomedical Instrumentation, Pharmacology, Anatomy & Physiology, Studies in Entrepreneurship & Innovation and Diploma of Community Development. Kevin has also completed leadership programs including Community Leadership for Social Inclusion, RMIT Leadership Program and Leadership Plus. Kevin has experience in Biomedical Engineering at the Alfred Hospital, as a Data Communications Engineer at Telecom Australia, and in business planning and design and development.

“My most profound moment was highlighting the need for effective, collaborative leadership dealing with the issues surrounding climate change. Despite the overwhelming scientific evidence of a negative outcome from burning fossil fuel, the power of key stakeholders to maintain this wicked problem lends itself to true adaptive leadership.”

**LIAM O'BRIEN**

Victorian Assistant Secretary
The Australian Workers' Union

Liam is the Victorian Assistant Secretary of the Australian Workers' Union, one of the oldest and largest trade unions in Australia. Over the last 10 years at the AWU, Liam has worked passionately to advance the interests of working people in both state and national roles. In his current role he leads a dedicated team of officials working across Victoria advocating for AWU members.

“From day one I was able to not only hear from some of the nation’s greatest leaders but also an unbelievable group of professionals, many of whom I have no doubt I will count as friends for years to come.”

**JAMES O'BRIEN**

State Manager, Victoria
National Disability Services

James leads National Disability Services in Victoria, the peak body for non-government disability service providers. He has been at the forefront of efforts to introduce the National Disability Insurance Scheme. James has a background working in and around government and has particular expertise in public policy, government and community relations and the not-for-profit sector. He is married to Sandra and has two daughters, Olivia and Darcie.

“My most profound moment was hearing the harrowing accounts from refugees who had encountered so much hardship getting to Australia and meeting some of the politicians who set the policies which impacted on them.”

**JANETTE O'NEILL**

General Manager Culture, Leadership & Transformation
Vector Ltd

Janette’s career has covered corporate strategy, organisation development and sustainability. Formerly Head of Sustainability at NAB, Janette has relocated to Auckland, NZ and is now the GM Culture, Leadership & Transformation at Vector Ltd. Janette is also a board member of the PwC Foundation and the Centre for Sustainability Leadership.

“The opening retreat was a powerful start to the program. Hearing amazing leaders owning their mistakes and reflecting on what they learnt to become a better leader was inspiring.”

**SIMONE REEVES**

Assistant Director
Mansfield Autism Statewide Services

As part of the Mansfield Autism Statewide Services, Simone has 23 years’ experience working with children with an Autism Spectrum Disorder, a role she regards as a privilege.

Passionate about providing support to students, parents, siblings and staff, she is continually humbled by their courage, strength and resilience. She tells her own children the importance of finding a career that is fulfilling and enjoyable.

“My most profound moment was at the opening retreat. I remember looking around at the calibre of people in the room and feeling extraordinarily privileged (and overwhelmed) that I was about to embark on a unique leadership journey with them.”



BRETT RYAN

Prison General Manager
Department of Justice

Brett is the General Manager of the Melbourne Assessment Prison & Courts [Custody] and is a member of the DOJ North Metropolitan Region Executive.

Brett commenced his career as a Prison Officer and has worked across the prison system as a K9 Handler in the Security & Emergency Services Group, as an Operations Manager in both male and female facilities and General Manager in medium and maximum security rated facilities.

“The True North presentations have been amazing. What a privilege it has been to have members of the group share their deep, personal experiences and moments that have shaped their lives thus far. The trust and respect shown during these presentations has made them a very special experience.”



LUKE SULLIVAN

General Manager Asset Management
Orica

Luke has global accountability for Asset Management for Orica, an organisation of 14,000 people in over 50 countries. Previously, Luke was employed by Transfield Services in the Resources and Industrials sector, and completed a three-year assignment in Canada. Luke holds a chemical engineering/arts degree. Luke is married with three young children who are endlessly fascinated by the sites Luke has worked on.

“My most profound moment was the Canberra trip. On reflection, I see a similarity between fashion and our nation’s politics: the link between short-cycle politics and the livelihood of Australians appeared as elusive as the connection between garish outfits on the catwalk and everyday fashion. Nevertheless, the performers in both industries are likely here to stay.”



MIRANDA SCHUPPAN

Communications Manager
Fairfax Media

Miranda is a communications professional with experience in corporate, internal and change communications and advice, strategic project management, proactive and reactive media relations, staff relations, issues management, event management and stakeholder engagement. She is responsible for managing communications to 8,000 employees as well as external stakeholders such as readers, advertisers, agencies and community representatives. Miranda is also a Director on the Board of Trustees of the Fairfax Foundation.

“The Canberra field trip involved us meeting a lobbyist, journalist, diplomats, several chiefs of staff and prominent members of multiple sides of politics. We got a great balance between leadership concepts and the political issues of the day, and the speakers showed high regard for us and the WCLP program.”



ROSEANNE WOLLMERING

Voluntary Service National Manager
Australian Red Cross

Roz has a deep belief that volunteering can transform the world by creating positive, for-purpose change. Her journey centres on a lifetime of strengthening international development and community volunteering efforts in multicultural environments across the globe. As the National Manager for Voluntary Service at Australian Red Cross, Roz leads and advocates the strategic investment of voluntary service to contribute to building a more humane and just society.

“Experiencing the honesty of failure through the eyes of a leader and how it transformed that person’s sense of self, place and the world. This gut wrenching, soulful story will never leave me.”



CAMERON SCHMIDT

Presales Director
Unico

Cameron is a member of the leadership team at Unico, a Melbourne-based information technology company. Along with his responsibilities in the sales and commercial areas of the business, Cameron manages Unico’s Community Fund, which channels volunteer time and funds from Unico’s staff to community organisations across Australia. The Fund’s focus areas, of tackling entrenched disadvantage, working to protect our environment and supporting the arts, mirror some of Cameron’s passions.

“Hearing a Sri Lankan asylum seeker who had lived through all the worst aspects of Australia’s broken asylum seeker system talk about freely giving his time to help teach English to recently arrived asylum seekers: this was community leadership writ large.”

We are proud to present the

2014 Folio Community Leadership Program



MARG ALLAN

Director, Organisation Support
City of Greater Bendigo

Marg is passionate about the role local government plays in supporting communities. She has gained extensive experience in leading people, governance, organisation development, strategic city planning, financial and project management. She has been a member of the Executive Team leading the corporate services function at the City of Greater Bendigo for six years. Previously, Marg was the city's Manager of Strategy, responsible for leading the future planning for the city.

"Hearing first-hand the life experiences of young people supported by the VISY Youth Centre in Sunshine was a profound moment for me. The challenges these young people have faced in their young lives are enormous. This experience highlighted the important role of support services that young people rely on."



JOSIE BROWN

Regional Manager, Client Services
State Trustees

Josie is a Regional Manager at State Trustees where she is responsible for the delivery of all products and services in South East Victoria. She is a leader of change within the business, and focused on customer service and improved profitability. With over 20 years' experience in the Financial Services industry, Josie has experience across a diverse range of banking and finance areas. She is passionate about coaching people to achieve things they never thought possible. Josie holds a Masters in Business Leadership.

"My most profound moment was the realisation that you can't assume what communities in need need. The contribution you think you can make, that you assume will make a difference, is not always what's wanted or needed."



JAMES BURNES

Interventional Radiologist
Monash Health

James has spent his career in public health, and is the unit head of Imaging at Moorabbin and Kingston Hospitals and Body Intervention for Monash Health. James specialises in using minimally invasive techniques to treat many conditions including cancer. He has been President of his specialist craft group in Australia and New Zealand, IRSA, and is currently Chair of the Monash Health Senior Medical Staff.

"Hearing about the incredible difficulties faced by a man and his nephew, just to stay alive, was inspiring. And to come through all of that hostility and danger with a desire to help people and highlight the good works of their community demonstrates what it means to help those less fortunate."



SUSAN CROW

Head of Community
Melbourne City FC

As Head of Community at Melbourne City FC, Susan's aim is to make the club a leader in community engagement. Susan has extensive experience in Australian sport, as CEO of Women's Cricket Australia, Softball Australia and Netball Victoria. Susan was the first female appointed in Game Development at the AFL and to the Cricket Victoria Board. With a passion for a healthy lifestyle, Susan also serves on the VicHealth Board.

"Meeting a resident of Romana House, in my own neighbourhood, wearing a Melbourne City cap. With very little in life, he was a paid-up member, giving him a 'family' to belong to. Our lives are so different despite our proximity. I'm glad that he has somewhere safe to live."



BELINDA EVANS

Senior Advocate
Elder Rights Advocacy

Belinda is the Senior Advocate at Elder Rights Advocacy, a not-for-profit organisation that promotes and upholds the rights of Victorian aged care recipients. She has a LLB and a LLM from the University of Melbourne and has a particular interest in issues affecting older people. Belinda is a member of the Law Institute's Elder Law Committee and a Board member of Disability Justice Advocacy and Villa Maria Society.

"My most profound moment was seeing the courage and candour displayed during the True North presentations, where participants disclosed some very personal stories about events in their lives that have influenced who they are. It has been a privilege to share some remarkable learning experiences with such a supportive group of people."

**MARCIA FERGUSON**

Artistic Director
Big West Festival

Marcia has worked as an artist in social and experimental arts since she was 17, writing and co-creating performances with professional practitioners and communities. Recently she was artist and Artistic Associate at Back to Back Theatre, Geelong. Marcia is currently Artistic Director of Big West Festival, a curated program of art by local artists and communities across traditional and contemporary arts in Melbourne's western suburbs.

"It was profoundly moving to hear passionate people sharing true stories of their voyage to 'change the world'. From the banal detail of who changes the light globes to crucibles that formed their mission, or repelled them from achieving it, we are so much the wiser for learning from those who tried, failed and succeeded."

**MARK FORBES**

News Director, The Age
Fairfax Media

Mark is responsible for all content on all platforms as the operational leader of The Age's newsroom.

He has worked as an investigative reporter, editor and foreign correspondent. Mark won a Walkley Award for an expose of Australia's role in the international steroid trade, four Melbourne Press Club Quill Awards and the United Nations Media Peace Prize.

He has a Masters in Strategic Affairs from the ANU's Strategic and Defence Studies Centre.

"We assisted an activist group of grandmothers campaigning for refugees. Watching the inclusive way their leadership operated and collaborated was my biggest lesson."

**RUTH GORMLEY**

Senior Manager, Strategic Marketing
Arts Victoria

Ruth has worked with the Victorian arts sector since arriving in Melbourne in 2003. In her current role, she works with arts organisations to encourage innovation in marketing and audience development. Ruth's deep dive into the arts sector followed a decision while in PR in London to use her skills for good and do work that improves people's lives, rather than simply extracting money from them.

"My most profound moment was learning how wildly different the internal operating systems of the members of my FCLP CLAN group were, and finding so much to admire in each of them. I have challenged myself to emulate elements of their attitudes to strengthen my own approach to projects, ideas and opportunities."

**GAVIN HEATHCOTE**

Head of Commercial Sales Centre
ANZ Bank

Gavin is an energetic, experienced and entrepreneurial executive who is passionate about leading and bringing out the best in people.

Over a 29-year career in financial services, Gavin has held senior leadership positions in metropolitan and regional Australia and establishing ANZ's commercial banking division in the Pacific Islands. Gavin, whose family has a long history of volunteer and community involvement, says the program has been a great opportunity to explore what community leadership means to him.

"My biggest leadership learning was a greater appreciation of the benefits of stepping back and asking great questions. Being able to observe 'what's really going on' and to apply that as insightful questions is a leadership skill I am keen to develop further."

**GAVIN HINCE**

Senior Manager
Department of Justice Victoria

Gavin's career focus is in organisational change and improvement. He's worked in the commercial, government and non-profit sectors, often in a project-based role to bring together deep change. His current role in digital business strategy provides constant leadership challenges to engage diverse stakeholders, deal with specialist silos, and ensure that technology, process and people aspects align.

"The 'seven transformations of leadership' at Folio's opening retreat was inspirational, providing a framework for my learning throughout the program. The exercise helped me realise that what I'd often thought of as leadership, was actually management! With this knowledge, the skills I need to work on to improve my leadership are now clearer, and I have some signposts to measure progress."

**BRENDA HOLT**

Chief of Staff and Head of Education Strategy
Trinity College, University of Melbourne

An educator for 25 years, Brenda is all about access to education. She began her career in a disadvantaged high school before working in the tertiary sector. Her PhD thesis—winner of the Chancellor's Prize in 2009—explores the sociological prism of socioeconomic/relationships/identity as they play out in a group of young women on access scholarships at The University of Melbourne.

"My most profound moments included having the space and time to discuss nuclear power as an alternative to other means of power, visiting the Social Studio and experiencing the profound impact this clever, innovative enterprise has on the lives of a large group of refugees; and the whole group sessions with the amazing group of people who do Folio."

**SIMON MCGUINNESS**

Principal
RM Consulting Group

Working in the environmental conservation and sustainable agriculture fields, Simon has been in consulting practice for over 20 years. He specialises in resolving conflict between competing interests of government, industry and communities, particularly in rural and regional Victoria.

“Some of my most profound moments included learning the distinction between technical and adaptive challenges and the different but necessary types of leadership they demand; and seeing the courage of some community leaders to pursue relentlessly their cause or passion.”

**PETER MCNALLY**

Director, Insurance Division
Victorian WorkCover Authority

Peter's role oversees self-insurance and premium arrangements in Victoria dealing directly and indirectly with all Victorian employers. Peter is a qualified actuary and his previous roles have included as Director overseeing personal injury litigation in Victorian worker's compensation, managing actuarial teams and a range of consulting roles to the electricity, gas, water, superannuation and insurance industries.

“The Folio program has given me an opportunity to reflect on myself, not only as a leader in my current roles, but the values I'd like to demonstrate as a leader going forward. Learning and working with a range of inspirational people from diverse backgrounds, all with strong personal values, provided many insights for my own self-awareness.”

**SUZANNE MILLER**

CEO
Nexus Primary Health

In 2002, Suzanne made a tree change to work in the rural health sector. Previously, Suzanne had worked in the research, youth justice and education sectors.

Rather than pursuing her psychology career, Suzanne was drawn to leadership roles, hoping to create and support workplaces that enable people to accomplish great things for their clients and communities.

“My most profound moment was when I realised that just about everyone had a dose of the ‘imposter syndrome’. I felt safe and liberated to really embrace the growth that Folio offers. Also, the honesty and candour shared by the presenters on all topics gave me hope that leaders can put differences aside to solve the wicked issues we face.”

**PENNY MULVEY**

Director Communications and Media Services
Uniting Church in Australia, Synod of Victoria and Tasmania

Prior to taking up her current role, Penny was co-director of a boutique media training and reputation management business, working primarily with NFPs including the Anglican Archbishop of Melbourne, Rev Dr Philip Freier. Penny published her first book, “Reputation really matters, how to guard your corporate image” in 2008. A trained journalist, Penny is chair of community radio station, Light Melbourne. Penny is married to Peter and has three adult children.

“The group conversations have been both challenging and inspiring, as different participants have revealed parts of themselves, offered extraordinary insights and taken risks. It has been appropriate that we started on the cusp of winter and as the months have progressed we have blossomed with new knowledge and self-understanding.”

**MARK NORTHEAST**

Executive Director
Pitcher Partners

At work, Mark is a tax consulting partner at Pitcher Partners. Outside work, Mark is a husband, father, chairman of his local parish council, and a student of Leadership Victoria. Mark hopes to transition over the next 12 months into an active community or charitable based leadership role. For Mark, any day being outside at the beach, bush or snow, or on a bike or surf-ski, is a great day.

“For me, the courage, honesty and simplicity with which those in our community facing great challenges and disadvantages, retold their stories. I was particularly inspired by one man who had been orphaned, abused as a child in care, a prisoner for many years and homeless, now helping others in trouble.”

**DAVID RICKARD**

Development Director
Places Victoria

A career in property development has provided an opportunity for David to follow his interest in architecture and financial modelling. A professional career with some of the leading developers has shaped his values and attitude towards the places that we create. Building a strong brand and leading a team of people on this journey is especially satisfying for David.

“My most profound moment was learning about the Salvation Army, Sunshine - a commercially based enterprise changing the lives of so many. Above all, with dignity.”

**TRACEY SAWYER**

Founder and CEO
Testigo Projects Inc. (Aust) and Testigo Africa (Tanzania)

Tracey founded the NFP Testigo Africa which brought water to 12,000 people in Tanzania, and is currently providing permaculture training for the Masai community. She is co-founder of NFP Lengo Football Academy which provides soccer, educational and vocational support to disadvantaged youth in Tanzania. An Economics and Law graduate, her extensive corporate career in Melbourne, London and Hong Kong included working for KPMG, Sweet & Maxwell, Allen & Overy, White & Case, HSBC and NAB.

"I feel lucky to have had the rare privilege of insights into a range of inspiring community projects and operations including visiting their home turf, meeting their leaders and being able to ask pertinent questions."

**JOANNA WRIEDT**

Non-executive Director
Uniting Care ReGen

Joanna is a lawyer who has worked for an international law firm dealing with transport matters, and as adviser to a Federal Health Minister. Joanna completed her PhD at the University of Melbourne on the link between radiation and cancer. She has approximately 15 years' experience in medical research. Joanna is a director of two not-for-profit agencies and sits on the Victorian Government's Radiation Advisory Committee.

"My most profound moment was the True North exercise, where I reflected on the concept of authenticity and my 'internal compass'. It challenged me to think honestly and critically about the values that drive me and the lens through which I see the world. It opened my eyes to the dynamics of authenticity."

**JANINE YOUNG**

Ombudsman
Energy and Water Ombudsman New South Wales

Janine, an executive member of the Australian and New Zealand Ombudsman Association, was previously Victoria's Public Transport Ombudsman. Janine chairs the LaTrobe University MBA Advisory Board and is on the Standards Australia QR015 Committee. Janine completed an MBA in 2012 and is an AICD Graduate. Her husband John and son Jarryd are her greatest supporters and motivators.

"The Folio cohort is the most diverse, challenging and inspiring group I have worked with – the trust and openness we have developed has inspired me. Folio created a space where my professional role could be left at the door and my personal leadership strengths and weaknesses could be explored amongst a group of inspired and equally challenged individuals, enabling us all to grow."

WCLP and FCLP Selection Panels

Thank you to our alumni who assisted on selection panels for the 2015 WCLP and 2014 FCLP programs

WCLP 2015 SELECTION PANEL

DAVID ALI (WCLP '99)

National President,
MND Australia

DEB BLABER (WCLP '98)

Director,
Effective Management Solutions

JAMES BROWN (WCLP '12)

Head Senior School,
Carey Baptist Grammar School

DIANA COEHLO (WCLP '13)

Principal,
Hendrick & Struggles

PIPPA CONNOLLY (WCLP '01)

Principal,
Arup

BRIGID CONNORS (WCLP '13)

Acting Deputy Secretary,
People & Stakeholders,
Department of Justice

ARDEN JOSEPH (WCLP '99)

Director,
Community Wellbeing,
Maribyrnong City Council

COSTA KATSIKIS (WCLP '11)

HAZMAT Commander,
Metropolitan Fire &
Emergency Services Board

DENIS O'HARA (EBLP '08)

Director,
fey Pty Ltd

KATRINA REYNEN (WCLP '04)

Director,
Skyline Education Foundation Australia

CRAIG RICHARDS (WCLP '12)

CEO,
Bicycle Network

JOHN ROGAN (WCLP '91)

Executive Director,
Department of State Development
Business & Innovation

HELGA SVENDSEN (WCLP '10)

Principal,
Helga Svendsen Consulting

PAM WILLIAMS (FCLP '13)

Director, Regions & Regional Strategy,
Victorian Department of Health

FCLP 2014 SELECTION PANEL

CATHERINE EASTON (FCLP '13)

Head of Programs & Operations,
SuperFriend

PETER GLUSKIE (FCLP '13)

Director,
Eagle Advantage Pty Ltd

JED MACARTNEY (WCLP '05)

CEO,
Independent Disability Services

ANNE WARNER (FCLP '13)

Director Internal Review,
Victorian WorkCover Authority

Igniting Leadership Program Graduates

OUR 2014 IGNITING LEADERSHIP PROGRAM GRADUATES INCLUDE:

BELINDA ALBIETZ

Manager, Management Systems Services
Victorian WorkCover Authority

COLEBY ALLDIS

Manager
Transport Accident Commission

CYDETTE BAKER

Corporate Services Team Leader
Rural Finance

JOHN BARCLAY

Workplace Relations Advisor
Department of Justice

SARA BLAGOJEVIC

Departmental Liaison Officer, Police and
Emergency Management
Department of Justice

ALEX BONNER

Senior Contracts Manager
Department of Premier and Cabinet Victoria

LAURA BRACKEN

Volunteerism Coordinator
Country Fire Authority

ANNE BUCKLAND

Senior Legal Manager
Transport Accident Commission

EDDIE CHAPMAN

Policy and Advocacy Manager
UnitingCare lifeAssist

SARAH CHAPMAN

Communications Advisor
Linking Melbourne Authority

SCOTT DARKIN

National Communications & Branding
Manager
Able Australia

LEAH DAWTREY

Senior Legal Manager
Transport Accident Commission

ELYSIA DELAINE

Project Officer
Office of Multicultural Affairs and Citizenship

JAMES DEVLIN

Software Engineer
Unico Computer Systems

MELISSA DI MAIO

Team Manager
Transport Accident Commission

ANNA DI PIETRANTONIO

Executive Manager Disability Solutions
UnitingCare lifeAssist

BRIDGET DIXON

Manager, DSCV Courts Programs
Department of Justice

CALLIE DONALDSON

Senior Policy Officer
Department of Environment and Primary
Industries

LUCY DONALDSON

Assessment Officer
Australasian College for Emergency Medicine

MICHELLE DUNSCOMBE

Advisory Board Member
Rivers and Ranges CLP

MICHAEL DUNSTAN

Senior Policy Officer
Department of Premier and Cabinet Victoria

ALICIA FILEV

Manager
Insync Surveys

ELIZA FITZPATRICK

Team Manager
Transport Accident Commission

JEREMY FRAMPTON

Freedom of Information Officer
Department of Justice

LYNDON GALEA

Founder
Eat Up

KAREENA GAY

Senior Legal Policy Officer
Department of Justice

BRETT GILL

Assistant Accountant
Amalgamated Casket Company

NISHANT GOEL

Manager, Premium Cycle and Systems
Victorian WorkCover Authority

ANDREW GOWER

Head of Technical Pricing
Medibank

MARGIE GRINTER

Team Manager
Transport Accident Commission

ADRIAN HAIN

Senior Policy Officer
Department of Premier and Cabinet Victoria

LEANNA HELQUIST

Team Leader Outreach Allied Health
Doutta Galla Community Health Service

SARAH HENDERSON

Online Communications Manager
Transport Accident Commission

RUSSELL HOOPER

Policy Adviser
Department of Premier and Cabinet Victoria

JOANNE ILSLEY

Commercial and Key Account Manager
Transurban Group Limited

JOSHUA JESSON

Senior Claims Advisor
Transport Accident Commission

MARTIN JOYCE

Leading Firefighter
Metropolitan Fire Brigade

EVANGELIA KARABATSAS

National Coordinator Policy & Program
Development
Australian Red Cross

DESPINA KAVNOUDIAS

Manager, Customer Service and Intake
UnitingCare Community Options

REBECCA KING

General Manager
Entertain. Think. Inspire

JACKIE KING

CEO/Founder
Project Deborah

CRAIG LAWLESS

Captain Kinglake Fire Brigade
Country Fire Authority

BERNHARD LIEDTKE

Education Systems Development Manager
Australasian College for Emergency
Medicine

SARAH LUCK

Functional Training Manager
Transport Accident Commission

LUKE MARCHANT

Lieutenant
Country Fire Authority

MATTHEW MARSZAL

Billing Team Leader
Transurban Group Limited

CLARISSA MARTIN

Research Program Lead, Health and
Disability Services Delivery
Institute for Safety, Compensation and
Recovery Research (ISCRR)

CHRISTINA MAVRAKIS

Project Officer
Melbourne Assessment Prison

SOPHIE MONTGOMERY

Team Manager
Transport Accident Commission

KATIE MOORE

Research Officer
Australasian College for Emergency
Medicine

TIM MORAN

Project Manager, National Roadshow
beyondblue

SHANE MURPHY

Grants Administration Manager
Arts Victoria

GARETH MURPHY

Consultant Leadership & Development
NAB

CLAIRE NIVAROVICH

Senior Service Development Coordinator
Transport Accident Commission and
Victorian Workcover Authority

GEMMA O'BRIEN

Social Enterprise Manager
Melbourne City Mission - Embracing
Diversity

MICHAEL O'KEEFE

Credit Supervisor
Transurban Group Limited

SIGRID OLIVIERI

Manager Staff Services
Department of Justice

STEVEN PARKER

Indigenous Aquatics Manager
Surfing Victoria

LEE QUACH

Program Leader - Strategic Projects,
Investigations
Melbourne Water

STEVEN READ

Engineering and Maintenance Specialist
Orica

GRAHAM RIVERS-BROWN

Senior Manager - IT Corporate Services
Transport Accident Commission

DOUG RUUSKA

Engineer
Yarra Valley Water

BEC SCHAFER

Marketing Communications Manager
YMCA Victoria

TROY SMITH

Captain
Country Fire Authority

MICHAEL SOTO

Registrar
Department of Justice- VCAT

JACKY SUTTON

Partnership Manager
Melbourne Food and Wine Festival

IMRAN SYED

Founder
Sa'daat Foundation

DANIEL TATTON

Senior Policy Officer
Department of Premier and Cabinet Victoria

SARAH THOMPSON

Community and Donor Manager
Australian Communities Foundation

DAMION TILLER

Group Training Officer
Country Fire Authority

TRENT TOLRA

Policy Officer
Department of Premier and Cabinet Victoria

NICK TSIRAKIDIS

Customer Service Manager
Department of Justice VCAT

LUKE TUCKER

Operations Manager
Department of Justice

LEIGH VALASINAVICIUS

Volunteer Firefighter/ Personnel officer
Country Fire Authority

MARY VANSELOW

Senior Manager - Environment
RPS Group

TREVOR WESTON

Captain
Country Fire Authority

HELEN WILKIE

Team Manager
Transport Accident Commission

ANNA WILKINSON

Manager Allied Health
Inner East Community Health

NATASHA WILKINSON

CEO
Tabulam and Templer Home for the Aged

NAOMI WILSON

Operations Support Manager
Department of Justice

WEI-LI WONG

Project Manager
Melbourne City Institute of Education

JENNY WONG

Senior Legal Manager
Transport Accident Commission

SARAH WURSTHORN

Senior policy analyst
Department of Premier and Cabinet Victoria

Board Leadership Program Graduates

OUR 2014 BOARD LEADERSHIP PROGRAM GRADUATES INCLUDE:

ORIENTATION TO NFP BOARDS

JACQUELINE ABBOUD

Director
Abboud Consulting

KIRSTY BAXTER

Head of Improvement Programs & Specialist
Services
Victorian Workcover Authority

PETRA BROWN

Academic
Deakin University

TRACY CASTELINO

Chair
Project Respect

KERRI COGLAN

Chair
Womens Cancer Foundation

MELINDA COLLINSON

Head of Operations and Hazardous Industries
Victorian WorkCover Authority

KATHY CONSTAN

Principal
Hercules Constan Lawyers

LARA DAVENPORT

Director of the Board
Arts Access Victoria

TIM DIONYSOPOULOS

Principal
Maurice Blackburn

JACQUELINE DUNCAN

United Housing Co-operative Ltd.

MELANIE DYE

Principal Lawyer
Inner Melbourne Community Law

TREVOR DYMOND

Board Member
Kildonan UnitingCare

KHALEDEH ECHRESH

SSAA board member
SSAA

PHIL EMPEY

MARK FIELD

Head of Product Technology Fresh Foods
Quality, Responsible Sourcing and Technology
Coles Supermarkets

PETER FINN

Director
ArchiTeam Co-operative Ltd

JAMES GARRIOCK

Exec Director
Insync Surveys

NAYUKA GORRIE

Non-executive Director
Australian Youth Climate Coalition

MATTHEW GROGAN

Board Member
Mittagundi Outdoor Education Centre

CHRIS HAGGART

Technical Manager
The Advice Exchange

DANICE INGLIS

ATEP - Apprenticeship and Traineeship
Employment Partners

EVANGELIA KARABATSAS

National Coordinator, Policy and Program
Development
Australian Red Cross

REBECCA KING

General Manager
EntertainThinkInspire

LORRAINE LANGLEY

Project Manager, Health Strategy
Department of Health Victoria

SWEE MAK

Research Director
CSIRO

ANDREW MCKENZIE

GM - Marketing
YMCA

PAUL ORLANDINI

Director
Architeam Co operative Ltd

CHARLES O'SULLIVAN

Pharmaceutical Industry Executive

RENATO RAIMONDI

Business Operations Manager/SBA
Melbourne Health-VIDRL

MANITA RAY

Asha Global

ROSEMARY ROSS

Director
Ross Tang Architects Pty Ltd

JOAN ROWLAND

Senior Manager Corporate Development
Arts Victoria

GENIA SAWCZYN

Senior Program Officer
Department of Human Services

KAREN SPITERI

Manager Internal Audit & Risk
State Trustees

JASON TABARIAS

Assistant Director, Intergovernmental
Relations
Department of the Premier and Cabinet Victoria

EDWARD THOMAS

CEO
Transdev Melbourne

ALISON VERGHESE

HR Manager
Trust for Nature

RACHEL WATSON

Director
Kildonan Uniting Care

NATASHA WILKINSON

CEO
Tabulam & Templer Homes for the Aged

ANDREW WILLIAMS

Director
Agility Consulting Group

BARBARA WORKMAN

Medical Director Rehabilitation and Aged Care Services
Monash Health

BOARD SKILLS BUILDER - UNDERSTANDING FINANCIAL STATEMENTS

BERHAN AHMED

African Think Tank

CAS BENNETTO

Kimberley Foundation Australia

KATE BROUN

Manager, Cancer Screening
Cancer Council Victoria

YEN BUI

Australia Vietnamese Womens Assoc

CLAUDIA CICUTTINI

Victorian Curriculum and Assessment Authority

PETER FINN

Director
ArchiTeam Co-operative Ltd

PETER HOGG

Director
ArchiTeam Coop

LORRAINE LANGLEY

Project Manager, Health Strategy
Department of Health

TRICIA MALOWNEY

Chair of the Board
Independent Disability Services Australia

DONNA MARKHAM

Monash Health

ANGELA MARTYN

Personal Financial Services

JENNIFER MCDONALD

University of Melbourne

JOHN MCKAY

Board Member
Apprenticeship & Traineeship Employment Partners

CAM NGUYEN

Australia Vietnamese Womens Assoc

VINH NGUYEN

Australia Vietnamese Womens Assoc

PAUL ORLANDINI

Director
ArchiTeam Co Operative Ltd

GILDA PEKIN

University of Melbourne

ROSEMARY ROSS

Director
Architeam

GRAY SMITH

ArchiTeam Co Operative Ltd

MICHAEL TARULLI

Treasurer
Independent Disability Services

DUKE TRENCH-THIEDEMAN

Director
Independent Disability Services

DIRECTOR DYNAMICS FOR HIGH PERFORMING BOARDS

RIKKI ANDREWS

Trust for Nature

JIM COOPER

Port of Portland Pty Limited

PETER GLUSKIE

Eagle Advantage P/L

LYNN HAULTAIN

The Victorian Foundation for Survivors of Torture Inc.

ANTON HERMANN

Minter Ellison

GORDON HOLLONDS

GreatConnections Client Manager

RON HORFINIAK

Aust. Multicultural Community Services

PAUL MANNING

State Trustees

DON MCALLISTER

GreatConnections Client Manager

DENNIS O'HARA

Karma Currency Foundation

SIOBHAN O'MARA

The Victorian Foundation for Survivors of Torture Inc.

EMANUEL SAAKI

Lengo Football Academy

TRACEY SAWYER

Testigo Africa / Lengo Football Academy

PHILIPPA TAYLOR

The Ducendi Group

JOANNA WRIEDT

UnitingCare ReGen

Leadership Victoria Council



GEOFF COSGRIFF (WCLP '90)

Chairman, Leadership Victoria
Executive Director, Infocos



BRUCE ANDERSON (WCLP '94)

Managing Director
Lee Hecht Harrison



DR MATTHEW BUTLIN

Chair
Victorian Competition and Efficiency
Commission



NICK GREEN OAM (WCLP '04)

CEO
Cycling Australia



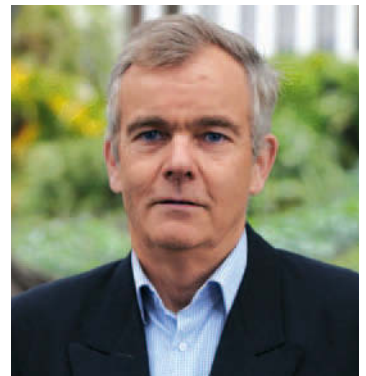
JED MACARTNEY OAM (WCLP '05)

CEO
Independent Disability Services



DR MADELEINE REEVE

Consultant
Tertiary Education Sector



STUART SIMSON

Chairman
Switch Digital



RICHARD DENT OAM (WCLP '04)

Chief Executive
Leadership Victoria



LYNNE LANDY

Founding Patron
GreatConnections



JUDITH SLOCOMBE

CEO
The Alannah and Madeline Foundation

Leadership Victoria Staff

RICHARD DENT OAM (WCLP '04)

Chief Executive

SOFIE ANSEMI

Manager, Social Impact (Acting)

KATE CAPUTI

Corporate Services Manager

KIMBERLEY DAWE

Leadership Facilitator

JENNIFER GODDARD

Leadership Development Administrator

KATALIN HOWELL

Manager, Tailored Solutions

MONICA TER HUUNE

Accounts Assistant

BILL JARRARD (WCLP '90)

Imagineer

CHRIS KOTUR (WCLP '94)

Leader in Residence

TONY MATTHEWS (WCLP '10)

Manager, Leadership Development

CAROLINE OXFORD

Executive Assistant/Administrator

JESSICA RANKINE

Events Coordinator

GAIL SIRACUSA

Manager, Engagement

ASSOCIATE TEAM

KATHLEEN BARKER

YVONNE COBURN

DANA EISENSTEIN

PETER FITZGERALD

MARY-ANNE GALLAGHER

RAECHEL GRAY

ROBERT HART

HOLLY KNEEBONE

CYNTHIA MAHONEY

GERARD PENNA

DINA POZZO

MICHELLE SALES

LYNN SCOLES

LOUISE THOMSON

Acknowledgements

Leadership Victoria extends our sincere thanks to our guest speakers and presenters, selection panel members, advisors in specialist areas and those who have taken a leadership role in our social impact activities. All have contributed to LV's success in 2014 and many give their time, knowledge and experience freely to support our mission:

SPEAKERS AT LEADERSHIP PROGRAMS AND EVENTS INCLUDE:

DR BERHAN AHMED

University of Melbourne,
African Think Tank Inc

LINDY AMOS

Collective Possibilities Pty Ltd

PETER ANDERSON

Committee for Rochester;
Campaspe News

SUSAN ANDERSON

BeyondBlue

ADRIAN APPO OAM (WCLP 1999)

CARMEL ARTHUR

Victoria Police

STELLA AVRAMOPOULOS (WCLP 2011)

Kildonan Uniting Care

ADAM BANDT MP

Deputy Leader of the Greens,
Member for Melbourne

ULLI BAXTER

Strategic Business Insights

ASSOCIATE PROFESSOR DAVID BEST

Turning Point

PAUL BIRD (WCLP 2006)

Youth Support & Advocacy
Service (YSAS)

ELIZABETH BISHOP (WCLP 2002)

Melbourne City Mission

JEREMY BLACKSHAW (WCLP 2000)

Minter Ellison

DR IRENE BOUZO

Ethnic Communities' Council of
Victoria

PETER BROWN (WCLP 2004)

Fitzroy Adventure Playground

SANDRA BRUCE

Bendigo Art Gallery

THE HONOURABLE JOHN BRUMBY

Former Premier of Victoria

MICHAEL BURGE OAM

Australian College of Trauma
Treatment

JULIAN BURNSIDE AO QC

SAM BUTCHER (WCLP 2006)

Drascombe

DR MATTHEW BUTLIN

Victorian Competition and
Efficiency Commission

STEPHEN CADMAN

Department of Justice

JILL CALDER

SenateSHJ

PAUL CHAPMAN

Australian Turntable Company

DR ANNA CLARK

PAULINE CLARKE

JASON CLARKE

Minds at Work

PHIL CLEARY

LOUISA COPPELL

The Big Picture

DAVID CORDUFF (EBLP 2007)

BeyondBlue

GERALDINE COY (EBLP 2011)

Red Tin Shed

NICK CRAIG

Authentic Leadership Institute

PETA CREDLIN

Chief of Staff to the Prime
Minister of Australia

MICK CRONIN

YMCA Bridge Project

MARY CROOKS AO

Victorian Women's Trust

JOHN DALEY

Grattan Institute

KERRY DAVIES

Council of Single Mothers and
their Children Victoria

SARAH DAVIES (WCLP 2004)

The Reach Foundation

BEN DAVIS (WCLP 2004)

Australian Workers Union

NUALA DENT

Drawing On Experience

NOELEN DIX

Netball Australia

GEOFFREY DONOVAN (EBLP 2007)

Logie-Smith Lanyon Lawyers

THE HONOURABLE MARK DREYFUS QC, MP

Cabinet Secretary,
Federal Member for Isaacs

ANDREA DURRANT

Melbourne Chamber of
Commerce

DANA EISENSTEIN

Mindscape Consulting

PETER FITZGERALD (WCLP 1991)

Executive Empowerment

KEREN FLAVELL

Wholesome Media

MARGOT FOSTER (WCLP 1993)

Fosters Lawyers

RICHARD FRANKLAND

Koorreen

JAMES GARRIOCK (WCLP 2009)

Insync Surveys Pty Ltd

ALEXANDRA GARTMANN

Foundation for Regional and
Rural Renewal

HAILELUEL GEBRE-SELASSIE (WCLP 2010)

African Think Tank Inc

MATT GILL (WCLP 2013)

Rural Finance Corporation

DENISE GOLDFINCH

Springvale Community Aid &
Advice Bureau (SCAAB)

MATTHEW GORDON

OurSay

ROB GOUDSWAARD (WCLP 1999)

Rural Finance Victoria

DAVID GREEN
Clean Energy Council

NICK GREEN OAM
Cycling Australia

DR PATRICK GREENE OBE
Museum Victoria

ANOUSHKA GUNGADIN
The Duke of Edinburgh's
International Award Australia-
Victoria

DR PHIL GURNEY
Brown Coal Innovation Australia

JANINE HADDOW
(WCLP 1994)

DANIEL HAILE-MICHAEL
African Australian Voice

MARK HAND
(WCLP 2003)
ANZ Banking Group Limited

TOM HARKIN
The Reach Foundation

KAREN HART
The Youth Junction Inc

MARK HEINTZ
(WCLP 1999)
Riverina Dairy

GARY HENRY

PAUL HIGGINS
(WCLP 1997)
Emergent Futures

LUKE HOCKLEY
(WCLP 2007)
Midnightsky

ANDREW HOLDEN
(FCLP 2013)
The Age, Fairfax Media

JENNY HOLLIDAY
Matrix on Board

RIGHT REVEREND
DR PETER HOLLINGWORTH
AC OBE
Skyline Education Foundation
Australia

DR SONJA HOOD
(WCLP 2013)
North Melbourne Football Club
- The Huddle

ANNE HOOKER
Port Phillip Prison

BARRY HOOPER
Co2erc

IAN HORE-LACY
World Nuclear Association

SUPERINTENDENT
NIGEL HOWARD
(WCLP 2012)
Victoria Police

THE HONORABLE
GREG HUNT MP
Federal Member for Flinders;
Minister for the Environment

ROB HUNT
Rob Hunt Consulting;
Bendigo Bank

MARNIE IRELAND
(WCLP 2010)
National Cultural Flows
Research Project

MARGARET JACKSON AC

SEAN JAMESON
(WCLP 2010)
Taxi Services Commission

SADHNA JITHOO

AZA KATAR
Representative of the
Muslim community

WADE KEENAN
(WCLP 2009)
doceo

DR AMANDA KENNY
La Trobe University

EMMA KING
(WCLP 2012)
VCOSS

DR BRONWYN KING
(WCLP 2012)
Epworth Healthcare

CHRIS KOTUR
(WCLP 1994)
Leadership Victoria

KIM KREJUS
16th Street Films

DR LISA LAHEY
Minds at Work

INSPECTOR
ANTHONY LANGDON
Victoria Police

RITA LAWRENCE
SASHS Network

CHIEF COMMISSIONER
KEN LAY APM
Victoria Police

ANNE LEADBEATER OAM
Anne Leadbeater Consulting

AMANDA LOGIE
Rochester Community House

DR CATE LOMBARD
Monash University

PROFESSOR DAN LUBMAN
Monash University;
Turning Point

WENDY LUNDGAARD
(WCLP 2003)
Win-Win Workplace Strategies

JED MACARTNEY OAM
(WCLP 2005)
Independent Disability Services

MARION MACLEOD
(WCLP 1996)
Core Management Solutions

JAMES MACNEIL
(WCLP 2006)
Beca Pty Ltd

CYNTHIA MAHONEY
Cynthia Mahoney and Associates

PROFESSOR HARRY
MAJEWSKI
Inner East Community
Health Service

LUCY MANNE
The Australian Youth
Climate Coalition

JOANNE MARRIOTT
Marriott Ideas & Solutions

RANDAL MATHIESON
(EBLP 2011)
Australian Broadcasting
Corporation

MATT MAUDLIN
Servants Community
Housing Inc

COUNCILLOR STEPHEN
MAYNE
The Mayne Report

CASSIE MCGANNON
Grattan Institute

VICTORIA MCKENZIE-
MCHARG
Australian Conservation
Foundation

CAMERON MCLEOD
(WCLP 2013)
ICC Cricket World Cup 2015

DR GRACE MCQUILTEN
The Social Studio

JACKIE MEAD
(WCLP 2013)
Berry Street

DR LINDA MELLORS
(WCLP 2012)
Mercy Health

GUY MENDELSON
(WCLP 2011)
ANZ Banking Group Ltd

KAREN MIDDLETON
SBS World News

ROBIN MILES
WCLP 2010 Inspireme
Consulting

MERLE MITCHELL AM
Springvale Community Aid &
Advice Bureau (SCAAB)

TONY MOHR
Australian Conservation
Foundation

PROFESSOR
ROB MOODIE AM
University of Melbourne

JILL MORGAN AM
Multicultural Arts Victoria

REBECCA MPHANDE
Hampton Park
Secondary College

KEN MUNRO
(WCLP 2010)
Places Victoria

SPEAKERS AT LEADERSHIP PROGRAMS AND EVENTS INCLUDE:

DR BRENDAN MURPHY

Austin Health

YAMINI NAIDU

Yamini Naidu Consulting

SUE NOBLE

Volunteering Victoria

DR APOLLO

NSUBUGA-KYOBE

LaTrobe University,
African Think Tank Inc

KELLY O'DWYER MP

Member for Higgins

KERRYN OBRIEN

Port Phillip City Council

SHAWN CALLAHAN

Anecdote

MATT O'KEEFE

(WCLP 2008)

KPMG

KELLY O'SHANASSY

Australian Conservation
Foundation

KATE PALMER

(WCLP 2005)

Netball Australia

SHELLY PARK

Monash Health

PETER PEARCE

(EBLP 2007)

Asia Pacific Training
Institute P/L

DR GRAEME PEARMAN

Graeme Pearman Consulting

DIMITRA PETROULIAS

Turning Point

MATT PFAHLERT

(WCLP 2002)

Social Enterprises Unlimited

ELLIE PIETSCH

(WCLP 2011)

LEADR - Association of Dispute
Resolvers

ARASH RASHIDIAN

Lend Lease

NICK REECE

(WCLP 2009)

The University of Melbourne

PROFESSOR

RUTH RENTSCHLER OAM

MAICD

(EBLP 2009)

Deakin University

HENRY REYNOLDS

(EBLP 2008)

GHD

ANDREW ROBB AO MP

Federal Member for Goldstein,
Minister for Trade & Investment

JASON ROSTANT

Cohealth

CRAIG ROWLEY

LeadWest Ltd

LEIGH RUSSELL

Inspired Heads

ANGELA RUTTER

(WCLP 2009)

SERGE SARDO

Victorian Responsible
Gambling Foundation

DARREN SCAMMELL

(WCLP 2003)

KPMG

DAVID SCHIAVELLO

Minter Ellison Lawyers

LYNN SCOLES

Whyte and Co Pty Ltd

JOHN SCOTT

DrinkWise Australia

REBECCA SCOTT

STREAT

CHRISTIAN SENTA

VicHealth

PHILLIP SHANAHAN

SCOTT SHEPPARD

(WCLP 2010)

House with No Steps

MICHAEL SHORT

The Age, Fairfax Media

THE HONOURABLE

BILL SHORTEN MP

Member for Maribyrnong;
Leader of the Opposition

ANDREW SIMMONS

South East Local Learning and
Employment Network

PROFESSOR

AMANDA SINCLAIR

Melbourne Business School

JILL SINGER

RMIT University

LIAM SMITH

BehaviourWorks

TIM SONNREICH

Clean Energy Council

DR RANJANA SRIVASTAVA

(WCLP 2011)

Monash Health

ROBERT STEPHENSON

La Trobe University
Bendigo Campus

CR AMANDA STEVENS

City of Port Phillip

HELGA SVENDSEN

(WCLP 2010)

Helga Svendsen Consulting

IMRAN SYED

SADAAT Foundation

DR PRADEEP TANEJA

University of Melbourne

JEREMIAH TEMPLE

Salvation Army;
African Think Tank Inc

GARRET TETERS

Youth Links

KAYE THOMSON

Greater Shepparton City Council

LOUISE THOMSON

(EBLP 2009)

Global People

THE HONOURABLE

JOHN THWAITES

Monash Sustainability Institute

GENEVIEVE TIMMONS

(WCLP 1990)

Portland House Foundation

VICTORIA TRIGGS

(WCLP 1995)

Leading Lady Consultancy

PROFESSOR

BARBARA VAN ERNST AM

(EBLP 2007)

Barbara van Ernst Pty Ltd

JANICE VAN REYK

FAICD

(WCLP 1995)

Non-Executive Director,
Melbourne Water

MATT VINCENT

(WCLP 2006)

Department of Premier and
Cabinet Victoria

ZIONE WALKER-NTHENDA

Women's Legal Services

KATHRYN WATT

(WCLP 2005)

Vanguard Investments Australia

PROFESSOR ROBERT WOOD

Melbourne Business School

KATE WRIGHT

Brimbank City Council

KATIE WYATT

Social Traders

DANIEL ZAVATTIERO

Minerals Council of Australia

EWA ZYSK

Spectrum Migrant
Resource Centre Inc.

MAGISTRATE FRANZ HOLZER

Magistrates Court of Victoria

GreatConnections *and* Social Impact contributors

Leadership Victoria's GreatConnections, mentoring and social impact programs would not have been possible in 2014 without the contributions and support of our Client Managers and Mentor Coordinators:

LYN BOAG

SUSANNE GROSSER

PAUL O'SHEA

MAUREEN BREEN

SANDY GUEST

PATRICK PATTERSON

SHARON COATES

GORDON HOLLONDS

KEITH PERKIN

JASPER COGHLAN

TRACEY JARVIS-BALL

DOROTHY READING

ROB CONNOR

YEE MIN KHEW

MELVA RYAN

JANE EVANS

MARG LESER

EVA SARR

HELEN FARRELL

DON MCALLISTER

SOPHIE SKARBEEK

VICKI FRASER

JOHN MCMORROW

TONY WILKINSON

PETER GLUSKIE

DENIS O'HARA

And the many hundreds of skilled volunteers who freely contribute their time and talent to create positive social impact.

“*The WCLP CLAN projects were a real challenge that made us work outside our comfort zones. We learnt about leading without formal authority, keeping passionate people aligned, maintaining momentum in the project while our lives pulled us in other directions, and about building a solution to meet a need.*”

Richard Marks,
Metropolitan Regional Manager,
EPA Victoria.

Richard Marks with his
WCLP CLAN project group



GreatConnections Social Impact Projects

The following community and government organisations received support from Leadership Victoria program participants and GreatConnections volunteers in 2014:

Abbeyfield Australia	Burke and Beyond	Festival of Healthy Living
Able Australia	Business for Millennium Development	Friends of Same
African Leadership Development Program	Calisthenics Victoria	Global Poverty Project
African Think Tank Inc.	Camcare	Good Shepherd Microfinance
Alola Australia	Canoeing Victoria	Goulburn Broken Catchment Management Authority
AMAZE (Autism Victoria)	Carers Victoria	Group Training Association of Victoria
Anchor Inc	Ceres Environment Park	Haemophilia Foundation Victoria Inc
Anex	City of Boroondara	HeartNewsLinks.com
Annecto Incorporated	Cohealth	Infoxchange
Apprenticeship and Traineeship Employment Partners (ATEP)	Community Child Care Association	Inner East Community Health Services
Australian Evaluation Society	Community Housing Federation of Victoria	Interchange Incorporated
Australian Multicultural Community Services	Community Information & Support Victoria	Interchange Outer Eastern Region Assoc. Inc.
Benetas	Council to Homeless Persons	Jane Goodall Institute Australia
Berry Street Victoria	Crisis Intervention and Management Australasia	Jeshimon House Community Housing Association
Biala Box Hill	Dandenong CAB	Jewish Christian Muslim Association of Australia
Biala Peninsula	Early Childhood Intervention Australia (Victoria Chapter)	Kalyana Care
BlindSports	Eastern Suburbs Rental Housing Co-op Ltd	Kara House Inc
BreaCan	Emergency Relief Victoria	Kevin Heinz Grow
Brimbank City Council	ERMHA Inc	Kids Under Cover

“Leadership is vital for the development and sustenance of any healthy and lively community. Leadership gives a community a vision and a purpose to live.”

Rodgers Munene, participant in the African Leadership Development Program.



Mentors and mentees in the 2014 African Leadership Development Program. L-R: **Rodgers Munene, Nicke Capes, Sofie Anselmi, Marta Borena.**

Knox Leadership Exploration and Development (LEAD) Program

Lighthouse Foundation

Melbourne Singers of Gospel

Mittagundi Outdoor Education Centre

Moreland Community Legal Centre Inc.

Motor Neurone Disease Victoria

Multiple Birth Volunteer Support Foundation

National Disability Services Victoria

Nillumbik Health

North East Region Volunteer Resource Centres

Open House Melbourne

Palliative Care Victoria

Parks Forum

Partners in Aid

Peers Inspiring Peers

Permanent Care and Adoptive Families

Plan International

Port Phillip Housing Association (GC)

Prader-Willi Syndrome Association

Psoriasis Australia

Reichstein Foundation

SCOPE Vic Ltd

Self Help Addiction Resource Centre

Senior Rights Victoria (auspiced by COTA)

Skyline Education Foundation

Solve Disability Solutions

South Port UnitingCare

SPELD Victoria

Spina Bifida Foundation

Springvale Community Aid and Advice Bureau

St Kilda Youth Service

Stroke Association of Victoria

Testigo Projects

The Gardiner Foundation

The Good Life Farm

The Mali Initiative

The Mission to Seafarers Victoria Inc

The Vietnamese Community in Australia (Vic)

U3A Mornington

United Housing Co-operative Ltd

UnitingCare Community Options

UnitingCare East Burwood Centre

UnitingCare ReGen

Vanishing Point

Variety Victoria the Children's Charity

Vicsport

Victorian Mental Health Carers

Vision Australia

Whitelion

Williamstown Rental Housing Co-operative

Women's Legal Service Victoria

Woor-Dungin

WRISC Family Violence Support

Yarra Community Housing

Youth Affairs Council of Victoria

Youthlaw

YSAS

Zena Women's Services

LEADERSHIP VICTORIA

Level 2, Old Treasury Building
Spring Street, Melbourne
Victoria 3000

P: 03 9651 6590

E: info@leadershipvictoria.org

 @LeadVic

ABN 36 057 096 465

LEADERSHIP
VICTORIA
.ORG

INSPIRE
LEADERS

CREATE
NETWORKS

DRIVE
CHANGE

FUTURE
MAKERS