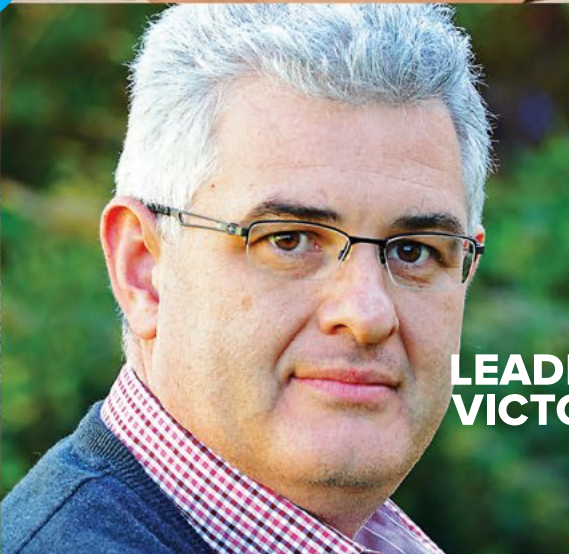




25
**YEARS OF
 EXCEPTIONAL
 LEADERSHIP**
 Yearbook 2015



**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.

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Egon
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International



25 Years of Leadership

At Leadership Victoria, we foster leadership **wisdom**, deliver leadership **development**, create leadership **networks** and implement real-world leadership **impact**.

We are a non-profit organisation comprising a high-powered team of more than 1,000 citizens from the business, public and civic sectors.

Over 25 years, we've curated a deep knowledge of the attributes essential to exceptional leadership. And we use these to develop skilled and energised leaders across today's business, government and community landscapes.

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.

Join our vision: exceptional leaders creating a better world.

AT A GLANCE 2015

Provided leadership development to over **600** program graduates

Collaboration with over **100** community organisations through Leadership Impact

Contributed more than **25,650hrs** in community projects

Designed & delivered more than **30** customised leadership, mentor and board support programs for clients

Over **1,000** people at our events

Provided **186** pro bono mentors

Awarded **26** scholarships to aspiring leaders in NFP organisations

Supported by more than **1,000** alumni

More than **590** skilled volunteers, client managers and mentor coordinators

Message from the Premier



Victoria is a progressive state: a wonderful place to live with enormous further potential. Victoria is the envy of much of the world and it couldn't have become the extraordinary place it is today without a proud history of great leaders in all fields: leaders whose actions have helped us all make progress.

To continue to make progress, we need to develop and support the leaders of tomorrow and we need those leaders to understand crucial social, economic and environmental challenges. We need to encourage emerging leaders across government, business and civic sectors to take up the challenges of leading in a knowledge economy in a digitally disrupted, globalised world. We must foster our leaders so that they develop and utilise their vision, influence, ethics and compassion to create an equitable, just, progressive future for all Victorians.

For 25 years, Leadership Victoria has been playing a key role in Victoria's future. Through Leadership Victoria's partnerships, social impact and leadership development programs, Victorian organisations and individuals can continue to thrive and grow. Developing the state's business, government and community leaders enables them to contribute to the community and help to create strong and effective organisations.

On behalf of the Victorian Government, I congratulate the graduates of all Leadership Victoria's 2015 programs and I thank 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 creating great progress 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 black ink, appearing to read 'Daniel Andrews'.

The Hon Daniel Andrews MP
Premier

From the Chair and Chief Executive

Today, Leadership Victoria comprises a network of more than 1,000 alumni, together with corporate, government and philanthropic partners and supporters, GreatConnections volunteers, and our small but dedicated staff team. This collaboration is truly a demonstration of 25 years of exceptional leadership for a better world.

Leadership Victoria is an independent non-profit organisation, and we receive no core government funding. In 2015, our 25th anniversary year, we have generated more than \$20,000,000 in social return on investment through activities such as:

- Continued delivery of renowned public programs such as the Williamson and Folio Community Leadership Programs, and the Igniting Leadership Program
- Introduction of a suite of new programs including our inaugural Women's Leadership Program, Kickstart Your Leadership, Digital Leadership and Driving Change
- Establishing the Leadership Impact Advisory Forum to help make progress on complex social, economic and environmental issues
- Delivery of leadership impact projects in more than 100 community organisations by 590 client managers, mentor coordinators and volunteers – many of whom are alumni
- Celebrated our silver anniversary with a Gala Dinner for 300 alumni, partners, key stakeholders and guests with keynote address by Ahmed Fahour, Managing Director & Group CEO, Australia Post
- Design and delivery of the inaugural New & Emerging Communities Leadership Program in Melbourne, Bendigo and Geelong, working with the Office of Multicultural Affairs & Citizenship and the Victorian Regional Community Leadership Programs
- Creating “NFP Board C21: A Brave New World”, a two-day conference dedicated to the issues facing NFP leaders and their boards
- Working with a range of organisations across all sectors to develop and deliver more than 30 customised leadership and mentor programs to a range of audiences

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. Our impact has been profound and positive.

This 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 mentors, members of selection panels, or in an advisory or other pro bono capacity, we thank you all most sincerely for your invaluable support.

Our sincere thanks to our leadership impact GreatConnections team, our staff team and to Council members for your hard work and unwavering commitment to our mission in 2015.

On behalf of the Council of Leadership Victoria, congratulations and thank you for a year of achievement and positive impact: a wonderful demonstration of **exceptional leadership for a better world**.



Geoff Cosgriff
(WCLP'90)
Chair,
Leadership Victoria



Richard Dent OAM
(WCLP'04)
Chief Executive,
Leadership Victoria

Emerging as the Leaders of Tomorrow

One of LV's most exciting new programs is the New and Emerging Communities Leadership Program, which launched in 2015 in Melbourne, Geelong and Bendigo.

This unique program, supported by the Victorian Government, provides a personal development and leadership skill-building agenda with long-lasting benefits for participants and the community.

Councillor James Williams, of the City of Greater Bendigo, is a mentor in the program – one of 75 mentor/mentee pairs successfully matched in Melbourne, Geelong and Bendigo.

“There is much to be learnt from programs such as this,” he said. “Every participant brings their own set of values and cultural experiences. By people joining together from diverse backgrounds we are able to better address the challenges our community faces and celebrate our triumphs.”

“Through their involvement in the program, participants became both better informed and more confident in taking on various leadership roles. It is always heartening to see people enthusiastically embrace the challenge of being leaders in their community and making a positive and meaningful contribution to society.”

Shabnam Daliri, a graduate in the Melbourne NECLP, says the program allowed her to gain a voice and learn to work within her community and beyond.

“Since I graduated from the NECLP, I have built a very strong network and very good connections to leaders from other communities and their organisations. I have been empowered and more confident to empower the community, especially the most vulnerable and isolated community members, and support them to have a sense of belonging to the wider community.”

“Through attending this program, I have learned that a good leader must be a good communicator, listen to others, consider, respect and evaluate all opinions. Most importantly, a good leader must make honest and ethical behaviours key values, and also keep an upbeat attitude and positive energy.”



New & Emerging Communities Leadership Program Melbourne graduates, with an LV mentor.



New & Emerging Communities Leadership Program Bendigo graduates and mentors.



New & Emerging Communities Leadership Program Melbourne graduation.

Helping the Health Sector Step Up to the Challenge

To meet the changes and challenges currently facing the health sector, great leadership is needed. This year, to help develop the leaders to take the health sector into the future, Leadership Victoria delivered programs dedicated to established and potential leaders in health.

The Aged Care Leadership Intensive, Australian Dental Association Victorian Branch (ADAVB) Member Mentoring Program, Health Sector Leadership Program, Change Agent Network and the Victorian Mental Health Interprofessional Leadership Program (VMHILP) all brought together existing and emerging leaders to equip them with the skills to lead with confidence in their respective fields. The programs consisted of a combination of program days, collaborative project work and mentoring.

Dr Stephen Liew, a mentor in the ADAVB Member Mentoring Program and President of ADAVB, believes the program was as valuable for him as for his mentee.

“As a mentor, I have personally experienced how beneficial a mentoring relationship can be for both the mentee and mentor,” Stephen said. “Not only was I able to pass on my knowledge and offer support, I was also able to reflect on why and how I practice dentistry. Besides the personal satisfaction of helping a new graduate, taking the time to consider our profession’s highs and lows, discuss pertinent topics like work/life balance and more led to a very mutually beneficial relationship!”

Violeta Peterson, Carer Consultant at Alfred Hospital and a participant in the VMHILP, believes the benefits for her and her team have been clear.

“The program has enabled my team to build on our existing skills to establish and lead a project plan. Key roles have been identified, achievable goals set and mentors engaged. On an individual level, the learnings I have taken from the program have led to an increased self-awareness and understanding of my own professional purpose, strengths, motivators and areas for self development. Leading change and improvement in oneself is only the beginning. Inspiring others comes next.”



VMHILP participants.

**“LEADING
CHANGE AND
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INSPIRING OTHERS
COMES NEXT.”**

On the Fast Track to Lead

After completing LV's 2015 Fast-Track Leadership Program, Shirley Glance is well on her way to becoming a leader of tomorrow.

Supported by the Victorian Government and philanthropic support, Fast-Track is delivered by Leadership Victoria in partnership with Leadership Plus. It is a unique, challenging leadership program for future leaders with disabilities, who aspire to lead and achieve better outcomes in their organisations and the community. The program gives participants, who – because of circumstances – have not had the opportunity to participate in a leadership program, a 'fast track' experience to integrate into other leadership development experiences, such as the Williamson Community Leadership Program.

"I applied for the course to build on my skills as a leader and share the knowledge that I would gain from the program," said Shirley.

"I'm feeling energised and empowered by all that I have gained from the Fast-Track leadership course."

"I gained tremendous respect and compassion for other people. I developed social skills like listening and being patient with fellow participants. I have implemented strategies for working together with people, having open discussion, listening and understanding."

"I'M FEELING ENERGISED AND EMPOWERED BY ALL THAT I HAVE GAINED FROM THE FAST-TRACK LEADERSHIP COURSE."

The program, with a blend of guest speakers, interactive activities and networking opportunities, provides a rich development experience with long-lasting benefits for participants and the community. Participants develop a broad understanding of community issues, reflect on their capabilities as effective leaders, and explore the concepts of leadership with and without authority.

James Griffiths, another participant in the 2015 program, says Fast-Track has been beneficial for him.

"Every person I have met since beginning this course has helped me grow into a more confident and wiser person," said James.

"The Fast-Track Leadership Program has been one of the most rewarding and eye-opening courses I have done since I went blind eleven years ago... I'm now using the skills that I have learnt through Fast-Track to better myself and feed my growth."



Fast-Track Leadership Program graduates with program facilitators Cynthia Mahoney and Hulya Kazanaksy.

A Brave New World Ahead for NFPs

This year, Leadership Victoria held our inaugural Not-For-Profit board leadership conference, A Brave New World.

Dedicated to the issues currently facing NFP leaders, the two-day program comprised local, accessible and insightful speakers and events to equip leaders to take their organisations into the future.

Primary on the agenda were the prevailing issues facing leaders from all corners of the NFP sector, including leading in the face of sector reform, positioning boards for sustainability, leading through change and dealing with funding instability.

The Commissioner of the Australian Charities and Not-for-profits Commission, Susan Pascoe AM, was a keynote speaker at the conference.

Susan spoke about the value of NFPs and the role and impact of their boards, saying that while the sector is perennially under-recognised for the essential work it does for the community, its contribution and economic significance is growing.

“The NFP sector hasn’t been given the glass slipper yet,” Susan said. “However, people are starting to take a second look.”

Susan highlighted the importance of getting leadership right at the board table, particularly in the face of major issues facing the NFP sector in coming years.

“Over the next five years, I believe the NFP sector will face three particularly important challenges: income, performance measurement, and efficiency.”

Even so, with high-profile NFP leaders as well as experts in governance, innovation and risk-management in attendance, the future of the sector looked undeniably bright in the room, and Susan was optimistic about the sector’s future.

“I think we have every reason to be very confident in the future of our NFPs and in the directors who lead them.”



Keynote speaker Susan Pascoe AM, Commissioner, Australian Charities and Not-For-Profits Commission.



Celebrating 25 Years of Leadership Victoria

In 2015, Leadership Victoria celebrated 25 years of developing great leaders with a gala dinner in the Great Hall of the National Gallery of Victoria. Alumni, supporters and graduates from all stages of the past 25 years were present, and shared their reflections on LV's impact and ongoing contribution.

“For many of us the Williamson program was a life-changing event,” said Sue Dahn, WCLP 1994.

“It taught us one of the deep secrets of life: that all that is really worth doing, is what we do for others. Because knowing is not enough; we must apply. Willing is not enough; we must do. Doing is that which brings the power and the magic.”

Sarah Davies, WCLP 2004, spoke of being inspired by the experiences of others – in rhyming couplets, no less.

“We acknowledge our luck and the privilege we’re given,
to show up each day with vigour and vision.

“To envisage and build the community we need
that enables all members to thrive and succeed.

“I was inspired by those who seemed more than human
for what they’ve achieved; their roles, how they do them.

“But under the intimate Chatham House Rule,
these giants transformed into normal people too.

“I took comfort from their reflections on challenge and
failure, where grit and resilience turned into their saviour.

“We talked and debated without fear or favour,
united in our desire to understand greater.”

With these tributes and more, attendees embodied Leadership Victoria's ongoing mission to inspire, develop, connect and support great leaders and drive change for positive economic, social and environmental outcomes.

Since the very first Williamson Community Leadership Program in 1990, and inspired by Hugh Williamson's vision, Leadership Victoria has built leadership knowledge, delivered world-class leadership development activities, brought together leaders in effective networks, and supported leaders to have an impact. And we will continue to do so for many years to come.



25 Years of LV CEOs: Richard Dent OAM (WCLP'04), Jerril Rechter (WCLP'03), Richard Bluck AM (WCLP'90).



Geoff Cosgriff (WCLP'90), LV Chair thanking Martin Carlson OAM, Chair of the Hugh Williamson Foundation.



Keynote speaker Ahmed Fahour, CEO of Australia Post.

Creating a Culture of Great Leadership

When the City of Whittlesea needed a development program with an adaptive leadership focus for 50 of its most senior staff, Leadership Victoria worked with the team to deliver a tailor-made solution.

Sam Dureau, Whittlesea's manager of People & Culture, says a focus on the organisation's specific needs made all the difference.

"LV has partnered with us and helped us to tailor an offering to support the change in leadership culture that our organisation needs to stay future-ready," she said.

"The program included a 360-degree feedback process, coaching for all participants, and the inclusion of collaborative, cross-functional working groups representing all parts of the hierarchy."

The program's aim was to move beyond the maintenance of established systems and processes, and to transform the organisation through new ways of working together, embedding an adaptive leadership philosophy with a solution focus. Sam said it has achieved all this and more.

"If I were to use one word to summarise the experience, it would be transformative. We are seeing increasing levels of collaboration, better quality conversations happening, feedback being provided in a timely manner and change being managed more appropriately."

Sam said participants felt supported and challenged by LV's multifaceted approach.

"We were supported with readings, subject matter expertise, guest speakers who were able to talk about practical application of tools, and excellent facilitation of the content," she said.

"I would absolutely recommend LV to any organisation that needs support in developing leadership, particularly in improving the collaborative nature of work."



Whittlesea Leadership Program participants.

**"IF I WERE TO
USE ONE WORD
TO SUMMARISE
THE EXPERIENCE,
IT WOULD BE
TRANSFORMATIVE."**

Tailored Leadership Solutions

Leadership Victoria has extensive experience in developing and delivering tailored solutions on request. The customised programs we delivered in 2015 include:

Organisational Development & Capacity Building

| | |
|---|--|
| Innovation Program | Australian Drug Foundation |
| Innovation; Leading Teams | Bayside City Council |
| Boroondara Leadership Development Program | Boroondara City Council |
| Senior Leadership Program | City of Whittlesea |
| Applied Creativity and Innovation | Coliban Water |
| Kickstart Your Leadership | Court Services Victoria |
| Strategic Planning | Eastern Health |
| Board Orientation; Board Development | Graduate Student Association University of Melbourne |
| Innovation | Telstra |
| Career Mentoring Program | WorkSafe Victoria |

Sector Development & Change Projects

| | |
|--|--|
| Health Sector Leadership Program | Australian Dental Association Victorian Branch |
| Dentist Member Mentor Program | Australian Dental Association Victorian Branch |
| Communicating and Influencing for Impact | Department of Premier and Cabinet |
| Board Orientation | Hobsons Bay Sport Association |
| Board Leadership Program | National Disability Services Victoria |
| Board Mentor Program | National Disability Services Victoria |
| Victorian Mental Health Interprofessional Leadership Program | Supported by the Victorian Government |
| Mayor Conference Workshops | Victorian Local Governance Association |
| Aged Care Leadership Intensive 2014-15 | Workforce Innovation Network |
| Change Agent Network | Turning Point, Victorian Alcohol and Drug Assoc., The Bouverie Centre and Bendigo Community Health. Supported by the Victorian Government. |

Community Development Programs

| | |
|---|---|
| Alumni Mentor Program | Brimbank City Council |
| Member Forums; Organisational Mentor Program | Ethnic Community Council of Victoria |
| Board Review | Scope |
| New and Emerging Communities Leadership Program | Supported by the Victorian Government |
| Thai Delegation | University of Melbourne |
| African Leadership Development Program | African Think Tank. Supported by the Victorian Government |
| Fast-Track Your Leadership Program | Supported by the Victorian Government |

Women Leaders Progress to the Next Step

In its first year, Leadership Victoria's Women's Leadership Program has already resulted in plenty of progress for its participants.

Program participant Rebecca Stenhouse, General Manager, Continuous Improvement and Development – Corporate, Toll Group, said the benefits of the three-day residential program for her have been tangible.

“The program gave me the space, guidance and tools to step back and really think about my leadership style, strengths and weaknesses,” Rebecca said. “This has given me a strong platform for my development moving forward. It has also made me realise how important and powerful self-reflection is, and it's a discipline I have taken forward.”

Designed as a natural next step for women in leadership, the program allows participants to realise their full potential.

“This program presented the perfect opportunity to develop my leadership skills and identify areas of development – with the added value of being focussed on women's leadership, which provided me with unique insights and perspectives.”

Rebecca said exploring challenges with other established female leaders from all spheres of business, non-profit and government was a highlight.

“It was incredibly reassuring to share experiences with other women leaders and realise we all share the same battles – it was so valuable to get feedback from such a diverse group on how they deal with different situations.”

“The coaches, facilitators and participants were all impressive leaders in their own right, and from diverse backgrounds (personally and professionally) – being able to make connections with this group was one of the most powerful parts of the program.”

Guest presenters on the program included Victorian Equal Opportunity and Human Rights Commissioner Kate Jenkins and Olympic Aerial Skier Jacqui Cooper.



The Women's Leadership Program participants discussing big ideas with Kate Jenkins, Victorian Equal Opportunity and Human Rights Commissioner, throughout the program.

From Little Things, Big Things Grow

Lesley Porter puts troubled young lives back on track by building bonds with animals and nature.

Her Healesville farm, the Good Life Farm, provides animal-based healing, learning and personal development programs for at-risk young people.

“Kids love it,” says Lesley. “And it works. I know kids who would be in prison or on the streets by now without it.”

But after working as a one-woman operation for nine years, Lesley had hit a wall.

“With one person running the farm, it wasn’t sustainable and it wasn’t growing. I was getting burnt out, and I was financially in dire straits. I had to make a strategic plan, and realise it would take a community of people committed to the farm to grow it.”

Since our earliest days, Leadership Victoria (LV) has run a skilled volunteering program to give leaders the opportunity to give back to the community. Originally called SkillsBank, then GreatConnections following a merger in 2012, LV’s Leadership Impact program fosters community development by providing support to organisations such as Lesley’s.

Lesley enlisted Leadership Victoria’s help and soon found some dedicated Board members, including a hardworking Chair, Richard Meredith (EBLP’07).

“When I first came to the farm, Lesley and I sat on the verandah with a cup of tea for a couple of hours and talked about everything she was trying to achieve,” Richard says.

“Leadership is about developing a rapport with the people who are passionate about the work. Everything you do needs to align with the mission. You have to nudge your way forward together, or there’s no point in doing it.”

Now, with NFP status, a full-time youth worker and a mentor, Lesley says the farm is transformed.

“It’s been a huge undertaking,” says Lesley. “But now it’s credible, expandable and adaptable, and can continue growing.”

“Without Leadership Victoria, this would never have happened. It’s opened doors to a whole new calibre of people. Since I’m always on the farm, there was no space in my life to be able to source those people.”

“From little things, big things grow – but Leadership Victoria has put fertiliser on it.”



GreatConnections Volunteer Richard Meredith (EBLP’07), Lesley Porter and GreatConnections Client Manager Rob Connor.



“LEADERSHIP IS ABOUT DEVELOPING A RAPPORT WITH THE PEOPLE WHO ARE PASSIONATE ABOUT THE WORK.”

Leading by Example: A Model of Community Inclusion for 25 Years

Springvale community leader and advocate Merle Mitchell AM has been involved with the Williamson Community Leadership Program (WCLP) every year since its inception 25 years ago, watching the program make incredible progress in that time.

It was in her role as President of the Australian Council of Social Service that Merle's involvement with the WCLP began.

"I was approached to be one of the speakers, and I thought this was a fantastic opportunity - and it turned out to be a great decision."

Merle believes it's the lessons Springvale offers as a model of inclusion and diversity that has made the partnership a success.

"A few years in, I figured the participants would have an awful lot to learn from the success Springvale has had, so I suggested a visit," said Merle. "I wanted to show them the diversity of the community and how we've managed that so well. We were and still are a very harmonious community and I believe really strongly that all comes from the foundation of post-war migration."

The WCLP visits have grown and changed over the years, but Merle believes giving participants a genuine experience of Springvale is the most important aspect.

"Over the years, we've made sure we've always visited organisations with non-English speaking backgrounds, places of worship, and small community organisations, which have been a big part of Springvale's success. We also give the participants the experience of listening to people themselves, including refugees and students at the Noble Park English Language School."

Merle believes experiences such as these can make a lasting impression on participants.

"Springvale really has been a great success story. It's a story that needs to be told and that's why we welcome Williamson. All we ask is that they absorb and think about the experience. And they do. I think because it opens people's eyes, it can have a lasting impact: I've met people who've said they remember the day years later. Participants take it with them their whole lives - we hope."



Merle Mitchell AM and WCLP 2015 participants at the Noble Park Language School.

We are proud to present the

2015 Williamson Community Leadership Program



MARY AGOSTINO

Executive Manager Advocacy
City of Whittlesea

Mary Agostino is a highly experienced local government senior executive with an extensive record of achievement. Mary is driven by working closely with the community, not for profit sector, government and others on improving the health and wellbeing of communities. Over the years she has secured significant investment into the City of Whittlesea and Melbourne's Northern Region, including funding for public transport, (rail & buses), roads, schools, early learning centres, police infrastructure, family violence and mental health services.

"During the first retreat there was a focus on community-led change. Communities in control of their own destinies really resonated with me. I have always tried to work to this philosophy and immersing myself into this thinking as part of the program made me want to jump out of my skin with excitement."



RIKKI ANDREWS

Founding Committee Member
Impact100Melbourne

Rikki joined the philanthropic sector in 2005 when she commenced the M.Social Science (Philanthropy and Social Investment) at the Asia-Pacific Centre for Social Investment and Philanthropy at Swinburne University. Rikki has a background in sales, business development and grant-making within trustee companies. Rikki is currently employed as Philanthropic Relations Manager, Deakin University, and also works with a private family foundation. She is a Founding Committee Member for Giving Circle Impact100Melbourne and a Board Member of Inner North Community Foundation.

"Visiting Parliament House to see (and hear) where decisions are made that affect all Australians was an invaluable experience. At the end of the day it is individuals making the best decisions they can with the information at hand - something that community leaders need to consider albeit on a smaller scale."



LUKE ATKIN

Manager, Cessation, Partnerships & Priority
Settings
Cancer Council Victoria

Luke has a strong background in a variety of roles in public health. Through his experience in public health he has formed a view that we as a society must be able to do better with regards to those who have so little and often exist on the fringes of our societies. It was his want to do more to begin addressing this that led to Luke applying for WCLP 2015.

"My most profound program moments have come from the people I have met, who I would probably have never met, who have challenged me and helped shape my experience of the WCLP. Also, being forced to view my experience through the lens of others."



SHOL BLUSTEIN

Manager, Business Innovation & System Redesign
South Eastern Melbourne Primary Health Network

Shol is a member of the Senior Leadership Team at the South Eastern Melbourne Primary Health Network where he leads the Innovation and System Redesign team. In this role, Shol works to develop creative solutions to deliver better health outcomes for the community. Shol was previously the Strategy Team Lead at Pinnacle Group Australia, a management consultancy working in the health and disability sectors. Shol is also a Board member of Environment Victoria.

“Some of the more profound experiences of the program have involved deep self-reflection, which have occurred both formally and informally throughout the program. These opportunities have transformed the way that I view myself and my approach to leadership, and, most importantly, have engrained in me particular approaches that I will take with me during my leadership journey.”



MARK BREAR

Assistant Director, International Engagement
Department of Premier and Cabinet

Mark has held a range of management roles in the public sector over the past 10 years, including in the Department of Premier and Cabinet, the Department of Education and Training and the Ontario Ministry of Education. Earlier in his career, he worked as a management consultant with HLB Mann Judd Consulting. Mark has led numerous strategy and policy engagements across the international and education portfolios and has extensive experience in organisational design and system evaluation.

“The most profound moment for me was travelling to Enterprise House in Dandenong and speaking to young refugees about their travel, entry and settlement in Australia. I found the immigration experience faced by these young people to be at odds with the overarching economic and demographic position of Australia (ageing population and growing budget deficits).”



JOHN CALLEJA

Managing Director
Goulburn-Murray Water

Leading an organisation that plays an important role in one of Victoria's critical resources, water, John is passionate about ensuring this resource is sustainably managed to balance the important human, economic, environmental and recreation uses. Living in a rural community John is involved in his local community and uses his skills developed in executive finance roles in publicly listed, private and government organisations to support local businesses.

“A common thread was the criticality of constructive leadership to make a difference to the “wicked” problems that exist in our society. Constructive leadership is a difficult and challenging journey as highlighted in our Canberra experience with the influence of power, media cycles and number and complexity of problems stretching our nation's leaders.”



NICOLE CASSAR

Director of Sustainability
Victorian Aboriginal Community Controlled Health Organisation (VACCHO)

Nicole is a Gunditjmara, Wudjbaluk and Maltese woman who has over 20 years' experience in Aboriginal Affairs. Nicole's professional experiences have involved working in Mental Health, Out-of-Home Care sector, Stolen Generations, health, policy, family violence and youth. Nicole has responsibility for developing the cultural safety initiatives, which primarily target people working with Aboriginal people residing within Victorian communities.

“My most profound moment was the visit to Port Phillip Prison Youth Program, where I met and spoke with a young man responsible for the death of a woman in a motor vehicle accident. A decision that will impact the rest of his life and stay with me forever.”



ANTHONY CAVANAGH

CEO
Ganbina

An Indigenous man, Anthony's career spans over 25 years working in recruitment, training, operations and community services in both the private and government sectors. Anthony has held senior management roles with the Chandler Macleod Group and Worktrainers. Earlier in his career, he worked with Human Services Victoria in residential care facilities for disadvantaged and displaced children and young people. Anthony has served on various Boards including Mitchell Indigenous Education Group and Mitchell Community Health Service.

“The most outstanding thing that moved me was the passionate experiences and honest accounts through the True North journeys. Such an amazing opportunity, which will stay with me forever.”



CHRISTINE CHEN

Head, Ophthalmology Department
Monash Health

Dr Christine Chen is the Head of the Ophthalmology Department at Monash Health and is committed to providing accessible and sustainable public health. She is a fellow of the Royal Australian and New Zealand College of Ophthalmologists and obtained a PhD in ophthalmic genetics (University of Melbourne), Cataract Fellowship at Monash Health and Clinical Medical Retina and Uveitis Fellowships at Moorfields Eye Hospital London and Vitreous-Retina-Macula Consultants of New York.

“I am truly touched by each and everyone's True North presentations. The honesty and authenticity that was shared by the group enabled me to venture into uncomfortable uncharted territories which allowed self-reflection and hopefully growth. Meeting Peta Credlin was one of the many inspirational moments.”



ANDREW COGLAN

National Manager, Emergency Services
Australian Red Cross

Andrew heads up the Emergency Services program with Australian Red Cross, drawing upon over 20 years experience in both Government and not for profits in this key leadership role. Under Andrew's leadership, the Red Cross profile within the emergency services sector in Australia has grown substantially, based upon a strong commitment to promote resilience and build community capacity, both in preparation for and response to disasters throughout Australia.

"The True North sessions were a real highlight of the program, with participants' frank and honest self assessments providing both a strong bond within the group and a fascinating insight into the many and varied motivations behind leadership."



GRANT COSGRIFF

Executive Director
Triathlon Victoria

As Executive Director of Triathlon Victoria, Grant's aim is to create a culture of inclusion and opportunity throughout the 'triathlon' network. Grant has extensive experience in Australian sport, as CEO of Tennis Tasmania, Rowing Victoria and seven years as Manager - Sport Programs in the Victorian Government. Grant has a strong commitment to grassroots sport and the role it plays in the social fabric of communities.

"Whilst the issues-focussed Friday programs were an eye-opener it was the 'immunity to change' leadership day that resonated most with me. The opportunity to self-reflect on my individual immunities to change and consider the impact and benefits of increased self-awareness to me as an individual and my organisation was profound."



KATE DESPOT

Director – Compliance & Performance
Victorian Building Authority

Kate is an executive member of the Victorian Building Authority. Kate has worked primarily in the public sector throughout her career in the areas of criminal law, compliance and regulation. Kate's previous role involved overseeing compliance with occupational health & safety laws in Victoria.

"Learning from community leaders and experts about the depth and complexity of the challenges facing our community, but seeing firsthand the positive difference a single individual and organisation can make."



MAMADOU DIAMANKA

President
Australian African Foundation for Retention and Opportunity (AAFRO)

Mamadou has extensive experience working in community welfare with new arrivals and community groups in Melbourne. Coming from a migrant background himself and with nine languages, Mamadou is able to communicate effectively with young people and their families. Mamadou's personal and professional experiences have provided him with an excellent understanding of the needs of young people from multicultural backgrounds and skills in developing programs and services to help them achieve their goals.

"Through the Leadership Victoria program, I have come to understand that there is still wide misunderstanding about Islam in a range of people. I realise that people like myself still have a lot of work to do to educate the community and create more forums where people feel comfortable to discuss their feelings."



JESSICA FREAME

Director, Relief and Recovery
Emergency Management Victoria

My career in the public sector has extended beyond ten years and I have specialised in emergency management for the majority of that time. I worked intensively on recovery following the 2009 Victorian bushfires, and am currently responsible for state coordination of relief and recovery in Victoria. I have a PhD in American history and love to travel and spend quality time with my partner and our six year old twins.

"One of my most profound moments was meeting with Peta Credlin in Canberra – I was astounded at how different she was to my expectations, which were based on inaccurate and at times deceitful media coverage."



COLLEEN FURLANETTO

Partner
Self-employed

Coll runs a family business with her husband; she is also Councillor and Mayor of her local shire. Coll is passionate about community and equality in access to basic services, which is especially relevant in small rural communities. She is committed to the Prevention of Violence Against Women & Children. Coll energetically advocates for community; everyone has a right to be an active citizen.

"I felt initially that I was in a very high level space which I was not sure I belonged, but I learnt that my life experiences meant I had a great deal to offer which I didn't appreciate within myself prior to the WCLP'15."



MAGNUS GITTINS

Senior Engagement Manager
Growth Solutions Group

Magnus moved to Melbourne from the UK in 2013. He is a Partner at GSG, a management consultancy, and is the Retail Services Lead. He specialises in advising Australian businesses on how to drive profitable growth. Previously, Magnus co-founded companies in Australia, UK and USA, predominantly in the communications and technology sectors. More recently he spent time in the UK government, representing the UK in inter-governmental discussions at the European Commission.

“My most profound and thought provoking experience was our visit to Port Phillip maximum security prison. Hearing from a variety of experts, and, indeed, from both victims and perpetrators of crime has prompted me to question the effectiveness of the justice system.”



CATHERINE HARMER

A/Manager, Policy and Projects, Rural Health
Department of Health & Human Services

Cath worked for 15 years in the community sector across youth homelessness, mental health, diabetes management and acquired brain injury advocacy. Upon joining the Department of Health & Human Services in 2004, she led consumer and community participation in public health services. In 2014 she joined the rural health unit with responsibility for statewide policy. Cath participates in her local community and is an Executive Director of Fencing Victoria.

“Hearing about life’s struggles from a young asylum seeker and the impact of government policy on opportunities for his future, and comparing these to Australia’s responses to earlier refugees, personalised the reality of political decision making on people’s lives.”



ALISON HARVEY

Producer
Back to Back Theatre

Alison has worked in live arts since 1988. Career highlights include working with Sir Peter Hall, the Royal Shakespeare Company, XVII Commonwealth Games 2012 and the inaugural New Year’s Eve celebration, London Eye 2003.

Alison produced Geelong’s Mouth to Mountain in 2009. She is currently Producer with Back to Back Theatre – a leading voice in contemporary world theatre. Based in Geelong the company makes work locally and tours globally.

“I was particularly inspired by the visit to the Darebin Parklands. This beautiful landscape reminded me to never judge a book by its cover, but to take time to find out more, to explore and to make connection. It was an honour to hear the story of its incredible development from the committed volunteers.”



SAMUEL HUNT

Director
WarrHunt

Professionally, Sam has extensive experience in providing financial and wealth management advice to professionals and family groups. Sam is passionate about helping disadvantaged youth reaching their full potential through access to opportunity. He is a trustee and current chair of the Sunshine Charitable Trust and is a board member of the Scotch College Foundation and has a particular focus on the school’s indigenous scholarship program.

“The willingness of some, but not all, of the leaders we have met to share their personal leadership journeys has been very insightful and a tremendous learning experience.”



ANDREW KARZONS

Manager - Strategy, Operations & Program
Australia Post

Andrew joined the Australia Post group in 2000 and has held a variety of roles across the enterprise. As the Strategy, Operations & Program Manager for Business Hubs – the department that provides tailored products and services to small to medium businesses – Andrew is responsible for driving the development, implementation and execution of strategic initiatives to increase revenue, reduce cost, and improve the customer experience in the critical small to medium business market.

“I really enjoyed the honest and inspiring conversations with leaders from various sectors throughout the program. These sessions provided many thought provoking and valuable insights that I am working to apply across my team and workplace.”



DANIEL KEELY

Manager, Policy and Regulation
EPA Victoria

Dan is the Manager of EPA’s Policy and Regulation Unit, leading a team focused on making smart, evidence-based public policy to protect our environment. Before this, Dan worked in workplace relations, conservation, and skate park design and construction. With a long-standing commitment to community broadcasting and a love of music, you’ll find him broadcasting on Melbourne’s 3RRR FM.

“Having the opportunity to get into the heads of some great leaders across the private, government and community sectors – understanding what makes them tick and how they have bounced back from their biggest challenges.”



CHRISTINE LINDEN

General Manager, Regional Business Banking ANZ

Christine started her working life at Ernst & Young, qualifying as a Chartered Accountant. She joined ANZ in 2006 passionate about making a difference for ANZ's people, customers and business community. Christine is currently leading ANZ's Regional Business Banking network across Australia, helping to grow the businesses and regional communities ANZ is part of. She is passionate about growing inclusive and diverse work places in Australia.

"One of my most profound moments was feeling like an "imposter" on day one and realising I was not alone".



JARROD MCLAUHLAN

Director
SACS Consulting

A Director with SACS Consulting, Jarrod has been with the business for almost 10 years and leads the Executive Search Practice specialising in senior appointments across the public and not for profit sectors. Passionate about youth development, Jarrod is a former Board Member of the Old Haileyburian Association.

Jarrod is married to his wife Melissa and they have a son, and are expecting their second child in late 2015.

"Preparing for my True North emphasised that the title I hold at work is simply what I do, but realising the importance of truly understanding who I am and what makes me the person I am today was a key step forward in my leadership journey."



DAVID MEADE

Manager Allied Health and Sub Acute Ambulatory Services
South West Healthcare

David is responsible for leading and developing the Allied Health workforce at South West Healthcare in regional Victoria. A Speech Pathologist by background David completed his Masters in Health Science in 2011, specialising in Stroke Management. With a wide and varied background in clinical leadership roles and strategic planning, David is passionate about delivering accountable, efficient and innovative health services, underpinned by a commitment to developing others to lead.

"I clearly recall the 'lightbulb moment' where I realised my viewpoint and leadership paradigm was askew. With some subtle changes to how I lead, suddenly those around me developed faster and my whole work team achieved better results."



SOPHIE MEPHAM

Innovation, Policy and Research Manager
Benetas

Sophie is responsible for leading aged care research, policy, innovation and advocacy for older people across Australia as part of the leadership team at Benetas, a leading not for profit aged care provider in Victoria. Sophie has worked as a research manager in the NHS for 10 years and more recently as Department Head of the Clinical Trials Unit at Peter Mac before moving to Benetas.

"My most profound experience was meeting asylum seekers at SCAAB and seeing the incredible work that happens to support them. It was humbling, emotional and life changing for me and most importantly, gave me the human insight behind what has become a very political situation."



EILEEN NEWBURY

Marketing and Communication Manager
Forest and Wood Products Australia

Eileen is an energetic and passionate person who enjoys bringing out the best in people. She is responsible for the marketing and communication activities at FWPA. Prior to joining FWPA, Eileen ran a successful marketing events business, planning and implementing projects for corporate, sporting and charitable associations. Eileen's extensive experience in marketing, events, public relations, business administration, sponsorship, contract negotiation and relationship management has been the key to her success in business.

"The most profound moment for me was realising that individuals can make a difference in our society, especially if the individual is passionate about the subject. Using leadership skills can inspire others to get involved in creating change and achieve more than they thought they were capable of achieving."



RICHARD NEWTON

Medical Director
Austin Health

Richard is strongly committed to improving consumer and carer participation and leadership in mental health to achieve safer, more effective care for all members of the community. He is a surveyor with ACHS and secretary of the Victorian Branch of the RANZCP. He has published more than 50 peer reviewed articles or book chapters and teaches a Masters level course in Structured Psychotherapy at the University of Melbourne. He is a board member of the Butterfly Foundation.

"During an ethical leadership exercise I became aware of the very many diverse, complex and highly rigorous approaches that existed within the group to developing an ethical standpoint that were very different to my own. It was exciting to realise how much I could learn from this group."



THOMAS PEACHEY

Director
Victorian Government Department of Education
and Training

Tom started with the Department of Education and Training eight years ago and has held leadership roles in early childhood and more recently across early childhood and school education. Before this, Tom worked in education policy in the Northern Territory. Tom has a focus on improving children’s developmental outcomes particularly through their ongoing engagement with learning. Tom strives to be a positive and influential leader that continuously learns and develops.

“One of my most profound moments was hearing first-hand the stories of bravery and persistence of many marginalised sections of the community, including their insights into the challenges to engagement with Australian society and the importance of improving the status quo.”



GIDEON PERROTT

Head of Sales
EnergyAustralia

Gideon has over 20 years’ experience in sales and marketing across a diverse range of the services industry, having held senior management positions with ANZ, NAB, Medibank and State Trustees. He has also been a management consultant with PA Consulting Group and Four Things Consulting.

Gideon is currently Head of Sales at Energy Australia. He is also a Development Council member and advisor to The Salvation Army.

“My most profound moment was the point at which I realised that I had shared more about myself with my entire WLCP group than with anyone other than my wife – and that I felt completely safe in doing so.”



NATALIE RUUSKA

Channel Business Manager
DuluxGroup

Natalie is a Sales & Marketing Professional and has held a number of marketing roles throughout DuluxGroup including Marketing Manager. Her current role is Business Manager of the Bunnings Account, working to deliver ongoing growth to the category. Natalie is also a Board Director of The Global Women’s Project, an NFP supporting women and girls in developing communities to empower themselves through targeted vocational education, economic development and social enterprise.

“The Port Phillip Prison visit was a profound and moving insight into the challenges of the prison system but also demonstrated the positive impact that the Youth Development Program has because it is a targeted, disciplined ‘tough love’ approach that achieves significantly greater rehabilitation results”



ANGELA UILDERKS

Executive Sales and Marketing Manager
Southern Metropolitan Cemeteries Trust

With over 17 years working in the NFP space, specifically in the cemeteries sector, Angela has developed a passion for ensuring exceptional and culturally sensitive customer experiences for the diverse community cared for by the Southern Metropolitan Cemeteries Trust. Through values based leadership and a commitment to ensuring organisational sustainability, the core focus is on demystifying cemeteries and ensuring that families are provided the opportunity to honour and celebrate the life of their loved one in their chosen way.

“My most profound moment was during a visit to the Darebin Parklands, where we were introduced to a lady who was instrumental in delivering a significant asset to the local community through sheer resilience, dedication and persistence. Leadership does not require authority, it requires a strong willed person with a clear vision who can inspire others to take the journey with them”



DONNA WHEATLEY

Senior Station Officer
Metropolitan Fire and Emergency Services
Board (MFB)

Moving from a career in community services as a case worker and psychotherapist, Donna has been an operational firefighter with MFB for 13 years. The diversity and excitement of a role that delivers on community resilience every day is what keeps her enthusiasm and energy high. Attaining the rank of Senior Station Officer in 2013 the opportunities to influence and impact organisationally and within the community are, excitingly, ever growing.

“The challenges to my world paradigm have been deep and varied. Some have shifted my belief systems somewhat, some have reinforced my perspectives and values and a few have left me wondering “who am I in this world, now that I know this?” An amazing blessing to have received on my Williamson journey.”



ROSIE WHEN

Director of International Programs
WaterAid Australia

After completing a Bachelor of Education Rosie followed her passion for travel and adventure to Indonesia as an Australian Volunteer International. This experience set Rosie on a community development career path. Rosie is the Director of International Programs at WaterAid.

Rosie strives to blend into her life her passion for community and social justice through her engagement with her soccer team, the Brunswick Zebras, and her local community. Rosie is the proud mum of two gorgeous boys.

“Listening and understanding the stories of such a diverse range of leaders has been so enriching and challenging. Many of them will stay with me forever and remind me of the importance of leaders knowing their own stories and staying true to their values which I will continue to strive to do.”



NEIL WHITESIDE

Director Community Wellbeing
Brimbank City Council

Neil is the Director Community Wellbeing at Brimbank City Council and has worked in local government for 15 years in various management roles. In his current role Neil provides leadership, direction and support across a broad portfolio including Community Planning and Development, Libraries, Leisure Services, Early Years and Aged Care. Neil is committed to social justice, access, equity, community participation and human rights and currently Chairs the Brimbank Social Justice Coalition.

“One of the most profound moments of the WCLP experience for me was listening to an Aboriginal leader talking about indigenous issues and participating in an exercise which was designed to help us understand the traumatic experience of dispossession suffered by the first Australians. Incredibly powerful talk and exercise that really made me reflect on my leadership.”



SHANNON WIGHT

Operations Director/Director of Nursing
Monash Health

Shannon is Operations Director / Director of Nursing at Monash Health. Shannon has been nursing for 20 years and currently directs the daily operations at Monash Medical Centre Clayton - a 640-bed tertiary hospital. She oversees the professional leadership of more than 2,000 nurses and manages an annual budget of \$100 million. Shannon has been with Monash Health for over 17 Years and has held a variety of roles from clinician, operations and leadership positions.

“My most profound moment was listening to the stories of young asylum seekers at SCAAB. To hear their personal journeys made me uncomfortable that we had not yet cracked the code to ensuring that our policies reflect common sense and compassion to ensure we welcome new arrivals. A huge vertical learning experience.”



NORELLE WOOLLEY

Manager, DSO Assessments and Applications
Department of Justice

Norelle manages the assessment of serious sexual offenders for post-sentence supervision. She has been an advisor to senior executives in the Department of Justice and Regulation and co-ordinated family violence policy across courts, police and the victim's support agency. She enjoys working in complex areas of social policy and is passionate about preventing violence against women and children.

“Considering where my ‘True North’ lay was personally challenging but very rewarding. The respect amongst the group and the willingness of participants to share over and above the confines of their comfort zones, and dig deep, made this a very rich learning experience.”



ANTHONY WRIGHT

Manager, Built Environment & Energy
Sustainability Victoria

Anthony has worked with sustainable design, energy efficiency and renewable energy for more than a decade. In his role at Sustainability Victoria he is lucky to be able to use this experience to help achieve the vision of a sustainable and thriving Victoria.

“The experiential nature of the program has been enlightening throughout. The three most profound moments would have to be hearing the True North presentations of my colleagues on the program, hearing the very honest accounts of the human side of leadership from several speakers under the Chatham House rules, and a very confronting visit to Port Phillip Prison.”



SHARNI ZOCH

Partner
KPMG

Sharni is a partner in KPMG's risk consulting practice, specialising in providing risk consulting services to large, multi-national clients. Sharni has worked in Melbourne, New York, London and throughout Asia servicing clients in the mining, financial services, retail, consumer products, and telecommunication sectors. Prior to joining KPMG in 2010, Sharni worked for BHP Billiton, Ernst & Young and Arthur Andersen.

“The most inspirational, touching moment on my Williamson journey was meeting four refugees that shared their stories of coming to Australia. Their challenges and courage in battling adversity in their home countries, the difficult journey they experienced coming to Australia and the enthusiasm and contribution they are making now was truly inspiring.”

We are proud to present the

2015 Folio Community Leadership Program



DAVID CHARLESWORTH

Executive Clinical Director and Director Intensive Care Services
Eastern Health

I am a senior Intensive Care leader and Executive Clinical Director who provides committed leadership to the formation of strategy, redesign and optimum clinical operations. I have cross organisational experience including Eastern Health and across the sector. I am a recognised leader of intensive care in Victoria and have recently been appointed by the Department of Health as Inaugural Chair of the Critical Care Network of Victoria.

"My most profound moments have been defining stakes in the ground on issues and values that frame who I am, but more importantly, how I can provide leadership for the betterment of others."



ADAM COODE

Project Director
SEMF

Adam is a mechanical engineer with in excess of 20 years' experience in design, project engineering and project management across various industrial sectors. Adam has significant expertise in contract administration, project and construction management with a strong focus on manufacturing and materials handling sectors. He also brings substantial experience in industrial and business process improvement including change management.

"One of my most profound moments was the True North experience. Having to reflect on the four key components making up your internal compass provided a vehicle to critically and honestly review the values which make me tick. The power and dynamics of authenticity became apparently clear."



JOHN FLEMING

Director - Claims
WorkSafe Victoria

John is responsible for the management of WorkSafe's scheme performance for the claims portfolio. This includes financial sustainability, (e.g. initial eligibility and weekly and medical decision making), Service and Return to Work. Before joining WorkSafe John worked in the general insurance and Workers' Compensation industry. John is married with two teenage daughters.

"In early October 2015 we met and had dinner with the residents of Romana House in Kew and saw the play "Who gets left behind". I was struck by residents' stories and the theme of the play, making me realise how easily one incident can leave people behind in our community."



NICK FREEZER

Medical Director
Monash Health

Nick has spent his career in public health as a Paediatric Respiratory and Sleep Physician, a Director of his subspecialty in tertiary public hospitals, and he has been instrumental in the development of the new Monash Children's Hospital. More recent roles include the Medical Director of the Monash Children's Hospital, Monash Health, Professor of Paediatrics, Monash University and leader of Women's and Children's Health Research, Monash Partners Academic Health Science Centre.

"The transformations of leadership were eye opening and an opportunity to assess personal strengths and opportunities for further development. The opportunity to network with other leaders in the NFP sector was invaluable. A profound moment for me was speaking to those less fortunate in our community and learning of the breadth of programs available to support and assist them."



SALLY HOFFMAN

General Manager, Well-being and Coordinated Care
Dianella Community Health

Sally is passionate about improving the health outcomes in disadvantaged communities. She has spent most of her career in the not-for profit sector. She thrives in challenging environments, leading a diverse team of health and specialist community practitioners working to engage with people that are often labelled as "hard to reach".

"The Folio Program has presented many opportunities to grow as a leader and as an individual. Opening retreat provided insight into the scope of the opportunities and the breadth of talent that were available through this program. Doors had been opened and I could hardly wait for more."



AGATA JARBIN

Company Secretary/General Counsel
State Trustees

Agata has over 20 years of experience in the professional service sector. At State Trustees, Agata is responsible for the delivery of professional services both internally and to clients. This includes will and power of attorney preparation, probate, legal, taxation, financial planning and genealogy services. Agata is also General Counsel and Company Secretary and leads the compliance team and governance at State Trustees. Prior to State Trustees, Agata was a partner at King & Wood Mallesons, an international law firm.

"The breaking of assumptions about others, how our actions and inactions influence and affect them and how leadership in our everyday lives can make a difference were my most important learnings."



WARREN JENSEN

Assistant Director - Regulation and Policy
Operations
Department of Justice and Regulation

Warren's career in all tiers of government was founded on his registration as a building surveyor. He has extensive experience in the functions and operations of all levels of Government and the roles and responsibilities of a multi-functional regulator. Warren is an active participant in industry forums and the developments of community performing arts organisations. Warren provides strong governance and effective leadership for the development and sustainability of organisations.

"The program evening at Richmond Football Club highlighting Tigerland's ethical framework of working towards a higher purpose of inspiration and enrichment demonstrated how effective leadership and responsive governance strengthens a community. The evening established the importance of knowing 'why'; your higher purpose; what motivates you: key considerations for personal and organisational development."



GEORGE KAPITELLI

Executive Director - Finance & Logistics
Melbourne Health

George is a diverse executive with extensive local and international experience in a multinational company. He has experience in turning start-up national business operations into successful long-term ventures and also restructuring mature operations into leaner entities better equipped for long-term sustainable success. George recently undertook a major career shift and moved into a senior executive role for a leading public health organisation in Melbourne.

"A very profound moment for me was presenting my "True North" to the group. The opportunity to reflect on some of my most life-changing experiences was a major relearning of what has made me who I am today and provided strong insight on how I can improve for the better."



TRACEY MANDER

Manager
Melbourne City Mission

Tracey manages the community palliative care program at Melbourne City Mission (MCM). MCM provides care to over 800 clients a year, and operates from North Fitzroy. Tracey has worked for over 20 years in oncology and palliative care in a range of clinical, management, policy and project roles, in acute and community health in Victoria and South Australia. Tracey has a Masters in Health Administration and post graduate qualifications in oncology.

"Realising at the opening retreat that the ways I have thought about leadership will be challenged and likely no longer apply. The Folio program has been inspiring and frustrating, but the rewards will be felt far into the future."



PRUE MANSFIELD

Director Planning and Development
City of Greater Bendigo

Enabling people to connect in their place, developing places that strengthen communities, and working across activities that impact on people's daily lives throughout my local government career, has given me a very satisfying way to contribute to building a better society. Leading diverse teams to deliver these outcomes, working to connect 'all the dots' across complex issues, focussing on the very important long term in the midst of short term urgency, and working with community members and politicians to find common ground has been a consistent part of my work.

"At the opening weekend, a fellow participant described actively seeking other males to be in the lives of his sons, so they see there are many ways to be a 'good man'. This made me think a lot about leadership by example, the different models and mentors needed, to inspire and help change."



LIZ MCLEOD

Consultant Surgeon
Monash Health

Liz is a paediatric surgeon at Monash Health and the Royal Children's Hospital, with an interest in colo-rectal surgery in infants and adolescents. She has a Masters in Public Health specialising in Global Health, and works with the Royal Australasian College of Surgeons on the Pacific Islands Project which aims to strengthen health systems in our region. She is also a passionate conservationist and likes planting trees.

"I loved our time as a CLAN group. Hanging out with such a talented, dynamic bunch of people from such different walks of life was a gift, and bought home to me the power of simply getting into the room with optimistic people with similar values."



PAUL MURRAY

Head of Debt and Absolute Returns
Victorian Funds Management Corporation

Paul leads the investment management of VFMC's debt and absolute return asset classes including portfolio construction and strategy responsibility for internal fixed income and external manager portfolios. Paul has previously worked at the Reserve Bank of Australia, Macquarie Funds Management and Bankers Trust Australia and holds an MBA from Melbourne Business School and a Bachelor of Commerce (Honours) degree from the University of Melbourne.

"During the opening weekend I came to understand that critical to leadership development is greater self understanding, both strengths and blind spots alike, and this unmasking opens oneself to how others understand you, allowing for greater adaptability as a leader at work, in the community and in life more broadly."



RAYONI NELSON

Principal Program Officer - Physical Activity, Sport and Healthy Communities
VicHealth

At VicHealth, Rayoni is responsible for a range of health promotion initiatives focused on encouraging regular physical activity, including through sport. Rayoni has particular experience in the areas of sport and active recreation, active transport, and women and children's physical activity. Rayoni has a passion for leading healthy and active lifestyles as well as sport, having represented Australia at the Olympic and Commonwealth Games in badminton.

"My profound moment was being inspired by the collaborative approaches of a range of community organisations, including The Youth Junction, Servants Community Housing and the Korin Gamadji Institute, and talking with leaders from those organisations who demonstrated their passion, drive, optimism and resilience to their work and compassion for the people they support."



STEPHEN O'BRIEN

Director Planning & Major Projects
City of Whittlesea

In his current role Steve is responsible for strategically planning new communities, urban renewal within rapidly changing established areas and delivery of public infrastructure to service one of Australia's fastest growing municipalities.

Prior to Whittlesea Steve worked in a couple of roles for City of Sydney, including leading unprecedented consultation and development of Local Action Plans that successfully united stakeholders across the recently amalgamated City.

"One of the most profound moments for me was presenting my True North to the diverse high calibre group of participants. True North really helped me reflect on myself in a very considered way, provided some logical reasoning into what's behind my style and where I want to go."



RICHARD PAYNE

CEO
The Resilience Group

Richard is the founding director of The Resilience Group and has enjoyed a long career in the field of executive coaching and mentoring. Richard is a researcher and world leader in the field Mental Toughness Coaching and has worked with some of the most outstanding corporate and sporting professionals in Australia. Richard's special interests include working with established and emerging leaders to develop mental toughness to improve their resilience and to empower them to pursue and achieve real world results.

"Throughout the program I have become more community-minded about complex issues within our society."



JENNIFER SEMPLE

CEO
Southern Migrant and Refugee Centre

Jenny has worked in the community sector for 18 years, as the CEO of the SMRC, in the southern region of Melbourne. Before that she worked for the State Government in aged care (HACC) and public housing. Jenny has also worked overseas. She spent a month in South Sudan on a study tour, which was a life experience she will never forget. Jenny has always had a strong passion and commitment to the areas of her work and chosen her positions accordingly.

"Listening and sharing " True North " moments with other participants as a way of learning who we are and why and where we are going on our journey. I also enjoyed the time to focus on myself, my growth and my experiences outside my workplace. This has opened up my thinking to continue learning in the future."



KAREN SPITERI

Manager Internal Audit & Risk
StateTrustees

Karen is the Internal Audit & Risk Manager for State Trustees, responsible for leading internal audit, risk management, crisis management, business continuity and complaints management. She is passionate about continuous improvement, to improve the client experience and leveraging risk management to enhance organisational opportunities.

"It was a privilege getting to know and connect with inspiring Folio members. The program provided an opportunity for intense reflection on my leadership and to strengthen it through the application of the admired skills and techniques of others."



GREGORY STACK

National Sales Manager
Olex Australia Pty Ltd

Greg has over 15 years' experience in sales and sales management across various sectors. He has a Bachelor of Commerce and currently sits on the Olex Australia executive as General Manager, Sales. Greg is a passionate and driven leader who has a strong customer & business development focus with the ability to build strong teams.

"Working predominantly my entire career in the private sector, the values and beliefs existing within our group from a not-for-profit perspective have both challenged my own values and shaped them to what I believe will be a life changing experience."



DEBORAH STUART

Operations Director
Monash Health

Deborah is an experienced health services executive who operates from a values-based philosophy. She is a dynamic and innovative leader who engages with the community at a personal, team, service, organisational, regional and state level. While her clinical background is in nursing, she has spent her professional life developing community based solutions and this, plus her strategic leadership style, has positively impacted decision making at an interdisciplinary and inter professional level within health, and health related organisations.

"Hearing others stories was very powerful - spending time at the Visy Hub and the Servants homeless hostel provided deep insights into the challenges many people face - often the unheard, unseen voices."



KERRY STUBBINGS

Director Community Services
Knox City Council

Kerry is the Director of Community Services for Knox City Council. With over 30 years of experience in community focused leadership roles within local government, state government and the not-for-profit sector, she has a passion for building communities which nurture connectedness, compassion, creativity, health and wellbeing for all. Kerry believes in the power of collective action and courage in the face of seemingly overwhelming issues.

"At the Youth Hub in Sunshine we had the privilege of hearing from three young people about their tough life journey. I was reminded powerfully of the importance of providing such vulnerable young people with the opportunity to be respected and cared about - to help them build the confidence to believe in themselves and the courage to build a fulfilling life for themselves."

FOLIO & WILLIAMSON COMMUNITY LEADERSHIP PROGRAMS

2015 Selection Panels

ANNE WARNER (FCLP'13)

Director Internal Review
WorkSafe Victoria

CATHERINE EASTON (FCLP'13)

Head of Programs & Operations
SuperFriend

DAVID ALI (WCLP'99)

Principal
Dali Consulting

DAVID ROCHE (WCLP'09)

Assistant Director, Land & Property, VicFleet and Accommodation
Department of Treasury & Finance

DEBORAH CLARK (WCLP'01)

Director of Nursing & Midwifery
Western Health

DIANA COELHO (WCLP'13)

Principal
Heidrick and Struggles

JAAP JONKMAN (WCLP'05)

Consultant
Conversant

JAMIE DOWNS (WCLP'08)

Partner
GNC Group

JED MACARTNEY OAM (WCLP'05)

Chief Executive Officer
Independent Disability Services

KATHRYN WATT (WCLP'05)

Non Executive Director
States Trustees

MICHAEL BRAMWELL (FCLP'13)

(former) Director, Aged & Palliative
Melbourne City Mission

PETER GLUSKIE (FCLP'13)

Senior Project Manager
Australia Post

PIPPA CONNOLLY (WCLP'01)

Sessional Lecturer
Monash University

ROBERTA BUCHANAN (WCLP'13)

General Manager – Victoria
Housing Choices Australia

SCOTT ARBUTHNOT (WCLP'98)

Chief Operating Officer
Serco Citizen Services, Australia

STAN KR PAN (WCLP'09)

Chief Executive Officer
Sustainability Victoria

VICTORIA TRIGGS (WCLP'95)

Director
Leading Lady Consultancy

Igniting Leadership Program Graduates

Our 2015 Igniting Leadership Program Graduates include:

HELEN ALIVANOGLOU

Business Manager Cardiac Services
St Vincent's Hospital Melbourne

DUX BALENDRAN

Business Operations Manager
Transform Physio

ALEESHA BENDON

Team Leader
Hanover Welfare Services

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