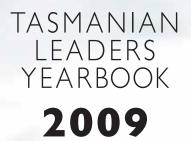
# TASMANIAN LEADERS YEARBOOK 2009



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2009 TASMANIAN LEADERS PROGRAM GRADUATES L-R: JASON HAY, DION LESTER, ANGELA DRIVER, JANE CROSSWELL, AMANDA CASTRAY, MARK PARSSEY, SHERRI RING, SIMON MATTHEWS.

# OUR MISSION

TASMANIAN LEADERS IS VALUED AS A KEY CONTRIBUTOR TO THE TASMANIAN ECONOMY AND COMMUNITY THROUGH PROMOTING LEADERSHIP, FACILITATING NETWORKS AND PROVIDING SOUGHT-AFTER PROGRAMS.



2009 TASMANIAN LEADERS PROGRAM GRADUATES L-R: ZAC MCGEE, STEPHEN PIPER, LOU CLARK, BRENDAN CHARLES, STUART AUCKLAND, JANET CARTY, ANDREW MOORE.

# **OUR VALUES**

IN ALL THAT WE DO WE WILL: • BE AUTHENTIC, PROFESSIONAL AND BUSINESSLIKE • CELEBRATE DIFFERENCE IN PEOPLE, POTENTIAL AND PERSPECTIVE • BE INCLUSIVE AND PARTICIPANT AND OUTCOME FOCUSED • FOSTER A VOLUNTEER ETHIC AND COMMUNITY COMMITMENT, AND • HAVE A LONG TERM FOCUS, BE CREATIVE AND LOOK FOR NEW SOLUTIONS.



2009 TASMANIAN LEADERS PROGRAM GRADUATES L-R: COREY PETERSON, STEVE WILLING, JAN BATCHELOR, JENNY EDIS, STUART WIGGINS, NARELLE SMITH, MEGAN MORSE

# ABOUT TASMANIAN LEADERS

Tasmanian Leaders Inc. (TLI) is a not-for-profit incorporated association governed by a board of volunteer professionals, many of whom established the program. TLI annually delivers the Tasmanian Leaders Program (TLP), manages the Skillsbank initiative, and supports the TLP Alumni while also remaining committed to community leadership and Tasmanian leaders more generally.



ABOUT THE TASMANIAN LEADERS PROGRAM

The Tasmanian Leaders Program actively develops the leadership talents of established and aspiring leaders through an intensive eleven month professional and personal development program. Over the year, participants meet at regular intervals to explore critical issues facing Tasmania. This is done through seminars, panels, field trips, case studies and retreats which expose participants to over 200 business and community leaders, experts and critical thinkers. The result is a unique and life changing experience that achieves positive outcomes for participants, their employers and Tasmania. The inaugural Tasmanian Leaders Program was offered in 2007 and since then each program has exceeded the expectations of those involved. Over this time, TLI has had the opportunity to refine elements of the program and introduce new initiatives. The program will continue to be offered on an annual basis to develop leaders with a commitment to professional and community leadership, and encourage those leaders to pursue their careers here in Tasmania.

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Participants are selected through an application and interview process which occurs between September and October, with the program running from mid-February to mid-December.



# **PROGRAM OUTCOMES**

- MORE EFFECTIVE, PRODUCTIVE AND INFORMED LEADERS IN THEIR PROFESSIONS: BUSINESS, INDUSTRY, POLITICS, THE PUBLIC SECTOR, THE COMMUNITY AND THE ARTS, AND FOR OUR STATE
- A GREATER
   CONNECTION WITH,
   AND SENSE OF
   COMMITMENT TO,
   TASMANIA BY THE
   PARTICIPANTS
- IMPLEMENTATION OF FOUR SUCCESSFUL COMMUNITY OR BUSINESS DEVELOPMENT PROJECTS UNDERTAKEN BY PARTICIPANTS EACH YEAR



- LONGER RETENTION IN TASMANIA OF, AND THEREFORE GREATER CONTRIBUTION FROM, SOME OF THOSE PARTICIPANTS WHO LEAVE TASMANIA
- RETENTION IN
   TASMANIA OF SOME
   PARTICIPANTS WHO
   OTHERWISE MIGHT
   HAVE RELOCATED
- CREATION OF NEW BUSINESS, COMMERCIAL AND COMMUNITY OPPORTUNITIES
- EXPANDED NETWORK OF NATIONALLY AND GLOBALLY INFLUENTIAL ALUMNI WHO REMAIN COMMITTED AND CONNECTED TO TASMANIA
- COMMITMENT BY
   PARTICIPANTS TO ON GOING COMMUNITY
   PARTICIPATION

# MESSAGE FROM THE CHAIR

I had the pleasure of meeting with the TLP participants at their opening residential in Strahan in February, which made their Graduation Dinner all the more inspiring. How fantastic it was then, only 12 months later, to hear from Zac what an incredible journey all our 2009 TLP participants had undertaken. When I think back to meeting Zac in Strahan, it really was fantastic to witness so clearly his personal and professional development. And this was just the beginning for all our 2009 TLP graduates.

In many ways, Tasmanian Leaders Inc. has had an incredible journey as well and it, too, has been over a relatively short period. The TLP continues to receive fantastic reviews from participants and their employers. Despite very challenging financial circumstances, we were thrilled to receive followon funding from the government through the Department of Economic Development Tourism and the Arts for the next three years. A huge thank you to Board member and Deputy Secretary Liz Jack for all her work in enabling this and to the Department and Secretary Mark Kelleher for the Department's continued support.

We sadly said farewell to our fantastic Program Manager, Jennifer Lee and welcomed Simon Boot who has done a brilliant job – made even more remarkable given the challenging and uncertain times regarding future funding.

To deliver three outstanding programs has taken a huge amount of work from many people. Firstly, a massive thanks to our dedicated Board. Each Board member gives a tremendous amount of time. All have been instrumental in the program's success – they have helped plan events, facilitated sessions, selected and supported participants, presented to and called on their contacts, promoted activities and contributed significantly to the governance, strategy and operation of our organisation.

A huge thank you to Brian Lewis and Gillian Biscoe for expertly facilitating the three residentials. I was fortunate to sit in for a day on the opening residential last year and I can confirm what many other participants have said – that they are world-class. But in addition to this incredible contribution, they also facilitated the Alumni's first conference last year, mentored many participants and, I found out fortuitously last year, Brian also (for free) facilitated a leadership development event for a not-for-profit organisation that one of our previous participants works for:

Thank you to Anthea Pritchard and Kathryn Thomas for all their hard work helping plan the linking sessions. Thanks Anthea for so many other contributions and for spearheading our sponsorship drive which has been extremely successful. Today we announced that pitt&sherry had joined as major sponsors committing \$20K per year for the next three years - a tremendous commitment and demonstration of support (an even greater vote of confidence given that they had a participant on the program this year). It is wonderful for Tasmanian Leaders to be associated with such an innovative and successful Tasmanianbased international company and a special thank you to our Leadership Champions, and their CEO, John Pitt. I am also delighted to say that the Tasmanian Water and Sewerage Corporation have confirmed that they will join us as another major sponsor for three years commencing this year.

Thank you to Kathryn Thomas for her work planning and delivering components of the linking sessions and her participation in so many other aspects of our activities.

Unfortunately, in 2009, Norm McIlfatrick stepped down from the board after three years of exceptional service. Thank you so much to Norm for his invaluable contributions as a board member, presenter and mentor and also for all the incredible support and generosity that the Department of Economic Development and Tourism provided while Norm was Secretary. Norm has kindly agreed to continue his connection with our organisation by becoming a Leadership Champion.

Also, thank you to Ian Nelson and Bob Campbell, both of whom have made outstanding contributions again during 2009.

On behalf of the Board and this year's graduates, I would like to thank Simon Boot for doing a fantastic job as program manager. Simon got up to speed with the role extremely quickly and has shown so much initiative and made many improvements over the last year. He also stepped back into the role recently when it became vacant again and has been extraordinarily flexible in uncertain and sometimes difficult times.

We were thrilled to commence working on the Skillsbank initiative last year with the generous support of the Tasmanian Community Fund and the Department of Economic Development, Tourism and the Arts. Thank you to Kate Groom for getting that project underway so well and to Heidi for continuing this work. We hope that our Alumni will embrace the Skillsbank initiative as the means to contribute back to the Tasmanian Community and also to develop and enhance their own skills and expertise.

Thank you again to all our fantastic Leadership Champions – many of whom have joined us tonight. They contribute in so many ways and provide so much wisdom, energy and commitment.

I also want to take a moment to especially thank the other financial supporters of Tasmanian Leaders, who have made the delivery of such a quality program, possible. Thank you to our first major corporate sponsor, the Federal Group who has provided excellent facilities and significant financial support for our residentials. Thank you to WIN Television who joined us last year as a major sponsor and helped raise our profile last year with our Tasmanian Leaders' advertisements. Thank you to the Department of Foreign Affairs and Trade who have again provided some financial support, assisted us with guest speakers and have also extended invitations to our participants to a number of their own events.

Thank you to all the organisations that hosted part of our program during the year and all the other organisations that provided other invaluable in-kind support. Finally, thank you to the sponsors of all our participants as well as the participants' families. The Program demands a substantial commitment and, by corollary, a lot of support. We believe your support is a great investment and we look forward to hearing your stories and views.

# BEING SELECTED FOR, AND SUCCESSFULLY COMPLETING THE TASMANIAN LEADERS PROGRAM ARE BOTH TREMENDOUS ACHIEVEMENTS FOR OUR 2009 TLP GRADUATES

Thank you to Professor Janelle Allison and the Institute for Regional Development who undertook a detailed evaluation of our program last year, pro bono, and also reported in glowing terms.

So the Tasmanian Government's initial investment of \$460K for the first three years has led to an extraordinary investment in leadership and capacity building in Tasmania and has had an amazing multiplier effect. Over those three years:

- Nearly 2,000 days have been invested in leadership development, capacity building and investigating key issues for Tasmania over the next 10 years;
- More than 600 hours have been donated by business and community leaders;
- Nearly 100 days have been donated by expert trainers and facilitators for our participants' professional development and over \$2.3M has been generated in program value.

These brief statistics are very humbling but they also reinforce how important it is that our graduates keep their commitment to capitalising on their talents and to ongoing community activity.

Being selected for, and successfully completing, the Tasmanian Leaders Program are both tremendous achievements for our 2009TLP graduates. I commend them on their achievements and want to reinforce how much we look forward to hearing many more exciting instalments in their personal and professional journeys.

JOHN PERRY Chair, Tasmanian Leaders Inc.



# 2009 VALEDICTORIAN ADDRESS

Participant Zac McGee addressed guests at the Graduation Dinner held in honour of the graduates of the 2009 program.

Good evening ladies and gentlemen, my name is Zac McGee.

I welcome you all, from friends and family, employers and sponsors, supporters and board members. I welcome the TLP Alumni and I extend my warmest welcome of all to my fellow graduates of the Tasmanian Leaders Program of 2009.

We are gathered here in Hobart, our state's capital, and tonight we are here to celebrate the graduation of the third collection of Tasmanian Leaders, to celebrate the conclusion of the official program agenda. We are also here to thank and pay respect to the commitment of the participants; for their time, the friendships, honesty, and the wholesomeness shown by all ... truly a celebration of the personal journey.

I am going to share my story with some personal insights and hopefully bring you closer to my Tasmanian Leaders experience. I simply plan to spend my time here on stage, slightly nervous, extremely honored and deliver my story ...

October 2008, and it was 10 months into my role as Production Manager at Spring Bay Seafoods, during a conversation with my Managing Director Phil Lamb, that Tasmanian Leaders found me. The reputation and testimony of the program had reached into my career and right into my life.

I now know that this was the opportunity of a lifetime. At the time, however, I was largely uncertain and slightly hesitant, yet I was intrigued. I found myself wanting and needing to know more about the program. It was at this point that I realised that the journey had begun.

I had conversations with the Program Manager. I called previous participants, and as my enthusiasm and excitement grew I realised my uncertainty was all but dissolved and I was ready to apply.

During the application process I began to contemplate the program and what I really wanted from the experience and wondered who else would be there.

I was very much interested in the personal journey, and I could focus my needs into a few main areas. Firstly, I wanted to become more aware of how others perceive me in my approach to leadership. I wanted to become more rounded and understanding and I wanted to be more confident to voice my opinion and assert my needs.

Next I wanted to spend time observing personal interactions, understanding and absorbing the dynamics of our speakers, presenters, my fellow participants and our residential facilitators. I have always felt my ability to understand relationships was a strength and wanted my experience in the program to help shape this into a more powerful skill. I was also excited by the connections I would make with prominent Tasmanians. This was my chance to listen to their knowledge and interpretation of issues first hand outside of my field of work and outside of my thinking. I was anticipating how the experience could ultimately help build on my leadership style by assisting me to understand a broader range of issues in the community.

Well, 12 months later and I feel I can speak for the group. We got so much more from EVERY session, EVERY speaker and EVERY discussion.

At some point or another, every one of us learnt more about ourselves – our personality, our strengths and our weaknesses. For me – I strengthened my values and developed a greater ability to use them as an advantage in my leadership style. I have become more confident in my ability to lead, make decisions and deal with difficult circumstances.

My eyes were opened to a whole new world of people, networks, and community. There were inspiring individuals at every session where I experienced real life leadership. At every session I noted new skills and I learned how leadership is demonstrated in many contrasting organisations. I found it amazing that each speaker, sharing their story and their insights into leadership, added to the individual experience in so many different ways.

The honesty and the 'generosity' of our speakers was a delight, and learnings and positive experiences go on and on. This experience, a program for which I can only describe as a once in a lifetime opportunity, helped me define my true skill, and has certainly changed my life.

At times I personally found it challenging, and at times a long way from my comfort zone. We were all away from our family and friends, our thoughts on leadership were challenged, we explored our personalities and shared deep and meaningful discussions with fellow participants. This was always going to be a life changing program and from the beginning I expected there would be times when it got tough, but what I did not anticipate was the level of friendship and support shown throughout the group. I'm sure I can speak for everyone when I say that the support was always strong and the environment always safe.

This is my story and although every participant could relate to some aspect of it, there are also different versions and variations to the journey. And the journeys will continue on, to the next phase in our lives, and to careers that have changed and improved.

In 2010 I intend joining my local Lions Club, where I want to make connections with my community, contribute my time and maybe even change someone else's life. In the coming years I would also love to coach a junior hockey team and have interactions with younger people. Sport helped develop my confidence and teamwork, and this is something I want to help growing generations to experience. I now know so many different ways I can give back to the community all through my involvement in the program. On behalf of the graduates I would like to bid a final farewell to the program and thank you all for listening to my story.

Now I would like to thank Phil Lamb, Managing Director of Spring Bay Seafoods for recognising and supporting the program, both through presenting in previous years, and for sponsoring me and allowing me the time and opportunity to participate.

I would like to thank the Board of Tasmanian Leaders for putting together such a well-rounded program with the depth and breadth to connect with a whole range of participants.

Thank you to my fellow participants for being part of my journey and my story. I appreciate the support you have all provided over the last 12 months.

A big thanks to the partners for your support of all of my fellow participants. I know there has been a lot of time out last year and you are very much appreciated.

ZAC MCGEE Production Manager, Spring Bay Seafoods





# TLP 2009 PROGRAM

THE TASMANIAN LEADERS PROGRAM IS COMPRISED OF EIGHT TWO-DAY LINKING SESSIONS AND THREE MULTI-DAY RESIDENTIAL RETREATS.

#### **RESIDENTIAL RETREATS**

SESSION	WHERE	DATE
Opening Residential	Strahan Village, Strahan	Thursday19 to Sunday 22 February 2009
Midyear Residential	Freycinet Lodge, Coles Bay	Friday 10 to Sunday 12 July 2009
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 4 to Sunday 6 December 2009

#### LINKING SESSIONS

#### THE TASMANIAN ECONOMY FRIDAY 20 AND SATURDAY 21 MARCH 2009, HOBART

Australia's trade policy and Tasmania's role within it	Phillip na Champassak State Director, Department of Foreign Affairs and Trade
Current dynamics of financial instability	<b>Stephen Bell</b> School of Political Science & International Studies, The University of Queensland
Tasmania's business and economic outlook	<b>Richard Dowling</b> Chief Economist, Tasmanian Chamber of Commerce and Industry
Tasmania's economic and fiscal position	Michael Aird MLC Treasurer, State Government
Tasmania's economic history	<b>Bob Rutherford</b> Deputy Secretary, Department of Infrastructure, Energy and Resources
The current global economic crisis	Zach McArthur Principal, WHK Tasmania
Giving and receiving feedback effectively / learning journals and employer engagement	Kathryn Thomas IBM

#### RESOURCE INDUSTRIES THURSDAY 23 AND FRIDAY 24 APRIL 2009, NORTH WEST COAST

Economic, social and political issues on	Jason Purdie Editor, The Advocate
the NW coast	<b>Steve Jarman</b> Department of Economic Development, Tourism & the Arts
	Roger Jaensch Executive Chairman, Cradle Coast Authority
	<b>Catherine Fernon</b> Business Manager, Institute for Regional Development
Leadership story	Malcolm Hillbeck Principal, Hilbeck Consulting
Site tour	Simplot Australia (Ulverstone)
	Gunns Nursery
	Australian Weaving Mills
	New Life Industries
	Hellyers Road Distillery

#### **TASMANIA – AN ISLAND COMMUNITY**

FRIDAY 15 AND SATURDAY 16 MAY 2009, LAUNCESTON

An introduction to the Tasmanian Wood Design Collection	Astrid Wootton General Manager, Design Centre
Designing 2050	Peter Ellyard Chair, Preferred Futures Institute
Leadership story	David Bartlett Premier of Tasmania
Strategic vision statements (for Tasmania)	<b>Gillian Biscoe</b> Executive Director, The Bellettes Bay Company Pty Ltd

Tasmania's future, the possibilities	<b>Tony McCall</b> Lecturer, School of Government, University of Tasmania
	Heather Rose Chair, Green Team Australia
	Don Wing MLC Independent member for Launceston
The Tasmanian Brand Project	Anthea Pritchard Director, Brand Tasmania
Enneagram workshop	Michael Field

#### GOVERNANCE FRIDAY 12 AND SATURDAY 13 JUNE 2009, HOBART

Current issues in corporate governance	Dan Norton Director, Trinitas Pty Ltd
Current issues in state and local government	Mark Thomas Senior Adviser, CPR
	<b>Richard Herr</b> Honorary Associate, School of Government, University of Tasmania
	Lisa Singh MP Labor Member for Denison
	Nick McKim MP Leader of the Tasmanian Greens
	Allan Garcia CEO, Local Government Association of Tasmania
Governance in the not-for-profit sector	Chris Jones CEO, Anglicare
Future proofing your business (Strategy Roadmap), great leadership (The 5 Leadership Practices), using the GROW model to lead	Stephen McInnes Director; Human Capital International
Introduction to Tasmania Together	Bob Campbell Chair, Tasmania Together Progress Board



#### **INNOVATION AND ENTREPRENEURSHIP**

#### FRIDAY 14 AND SATURDAY 15 AUGUST 2009, LAUNCESTON From paddock to plate: innovation and Jane Bennett Ashgrove Cheese entrepreneurship in the food industry Robert Nichols Nichols Chicken Jonathan West Director, Australian Innovation Research Centre Innovation, adapting and problem solving. Lessons Robert Rockerfeller Nekon Pty Ltd we can learn from Richard Pratt and Christopher Skase QEW Orchards Heather Chong QEW Orchards The Autech story Darren Alexander CEO, Autech Software The future landscape for innovation and Colin Jones Senior Lecturer, School of Management, entrepreneurship in Tasmania University of Tasmania Brett Torossi Property Developer Polly McGee Senior Lecturer, Commercialisation and Entrepreneurship, University of Tasmania Anne Murphy Principal, MetaMurf Fostering innovation and harnessing creativity New innovation or idea? An overview of the Martin Rees Managing Partner, KPMG commercialisation process

#### COMMUNITY FRIDAY 11 AND SATURDAY 12 SEPTEMBER 2009, HOBART

A question of community	Maree Fudge Partner, RDS
– what, why and how?	Glenn Woolley Tasmania Police
	John Hooper Tasmanian Community Housing Association
	Jan Dunsby Team Glenorchy
	Brett Torossi Property Developer
Community leadership and leading beyond authority	Bill Lawson Sinclair Knight Merz

	ect action: activism as a means to achieving nmunity outcomes	<b>Rodney Croome</b> Spokesperson, Tasmanian Gay and Lesbian Rights Group
		Emma Haswell Brightside Farm
Lec	adership story	Ivan Deveson
	mania and the international tarctic community	Guy Green
Me	dia training	Mark Thomas Senior Adviser, CPR
SI	USTAINABILITY FRIDAY 9 AND	) SATURDAY 10 OCTOBER 2009, BRIDGEWATER
Eco	pnomic sustainability	Kim Houghton Director, Strategic Economic Solutions
Soc	ial sustainability	Sylvia Admans CEO, Foundation for Rural & Regional Renewal
Sus	tainability in the built environment	Peter Poulet Tasmanian State Architect, Department of Justice
		<b>Helen Norrie</b> Lecturer, School of Architecture & Design, University of Tasmania
	e role of leadership in developing	Tom Lewis CEO, Rural Development Services
SUS	tainable communities	Sarah Baddeley Group Manager, Corporate Affairs and Sustainability, Aurora Energy
		John Klug Community Liaison Officer, Brighton Council
		Ben Kearney Executive Officer, Tasmanian Newsagents Association
		Margaret Steadman Executive Officer, Sustainable Living Tasmania
Lec	idership introduction and situational styles	<b>Steve Willing</b> Coordinator Organisational Development, Tasmanian Fire Service
S	sentation skills and public speaking <b>DCIAL INCLUSION</b> FRIDAY 6 A ial inclusion	Graham Flower Consultant, Hexagon Pty Ltd AND SATURDAY 7 NOVEMBER 2009, HOBART Tom Muller CEO,TasCOSS
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# TLP 2009 GRADUATES

# Stuart AUCKLAND

Acting Co-Director

DEPARTMENT OF RURAL HEALTH, UNIVERSITY OF TASMANIA

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The TLP experience is unique in a number of ways, but primarily it challenges you to think beyond your established terms of reference and helps create a new way of looking at day to day issues that confront us in our daily lives. Through the presenters and their stories we are able to share insights into their experiences across a range of topical issues that impact on how we view the world and the things that shape our attitudes. It is the calibre of the speakers and their willingness to share these insights that makes the TLP journey so powerful. There is a sense of honesty and rawness to the experience that makes it so unique. It is confronting and rewarding at the same time.

#### HOW HAS THE TLP CHANGED YOU?

It is difficult to identify how the TLP experience has changed me. Perhaps the experience has not so much changed me but reinforced my ideals and values. My ideals and perceptions were openly tested and challenged, forcing me to re-evaluate my position on a variety of issues. I cannot say that I have changed my core values, but rather have a better understanding of the importance of these values in shaping my interactions with people on a daily basis.



#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

To identify a single highlight would diminish the value of other aspects of the experience. There were certainly a number of events that had a greater impact on me than others - the personal journeys endured by presenters and fellow participants alike will always be a highlight as will be the way in which these stories were shared in an open and honest fashion. The three residential retreats were also a highlight as they gave us all a chance to test our learning in a safe environment. The environments in which the residentials were held were conducive to the experience and are places that will not be easily forgotten.

#### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The most unexpected part of the program was its intensity, both in terms of content and commitment. The demands of both aspects required a great deal of energy. You are ever mindful of the need to provide 100% to the process for fear of not getting the most out of it or missing out on some critical piece of information. This can be both physically and emotionally draining – more so than I had ever anticipated.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

Hopefully raise my level of consciousness about the topics covered throughout the duration of the course, appreciate and act on the things that matter and on which I have the ability to change.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Be ever conscious of opportunities to draw on my leadership experience but be cognisant that leadership is a journey not a destination and there is much to learn from others.

# Jan BATCHELOR

Principal Policy Analyst, Strategic Policy and Performance

DEPARTMENT OF EDUCATION

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The TLP experience has illuminated my understanding of myself, others, Tasmania, Australia and the world. The opportunity to learn from the experiences and insights of so many extraordinary and high quality facilitators, speakers and workshop presenters has been a privilege and the opportunity to develop significant networks, professionally and personally within and beyond TLP 2009 cannot be underestimated. The Tasmanian Leaders Program rates as the most powerful and worthwhile professional learning I have undertaken to date.

#### HOW HAS THE TLP CHANGED YOU?

The TLP has, for me, legitimised what I believe about leadership. In a presentation to the 2009 Program, Peter Ellyard said 'The best and most effective leaders use their heart; their energy is neck down!'This statement aligns with my beliefs about, and experience of, effective leadership. My experience in the Tasmanian Leaders Program introduced me to many and varied leadership styles and types. It provided the opportunity for the analysis of type, as well as time for personal reflection regarding preferences and consideration of impact on others. The TLP experience provided me with a new language by which to consider my leadership style, to work with, and learn from, others with very different styles and to appreciate the importance of diversity within leadership teams. The TLP accepted me as an experienced leader within the educational community, and provided me with the opportunity to further develop my skills and to recognise that my skills are highly transferable. Anything is possible!

# WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The consideration of ethics in leadership was a highlight for me. The opportunity to hear the personal stories from prominent leaders, their experiences, positive and otherwise, and the way that their values influenced their behaviour was a real eye opener. One quote particularly resonated with me, and helped me to understand what my belief system is based on. The test of Leadership – Robert K Greenleaf – 'Servant Leadership' 1977, "Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?"

#### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

I expected to find the TLP sessions, especially the residentials, challenging and worthwhile but also really tiring. I had anticipated that I would find it difficult to front up for full time work on the Mondays after the weekend residentials and linking sessions. The opposite was the case. All sessions, without fail, were engaging and motivated the learner in me. I returned to work enthused and keen to share new learnings. I am also surprised at the comradeship developed within the group and the genuine relationships that were quickly developed and grown.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

My civic and political awareness has been magnified. I view the world with different eyes – I will ask more questions, reflect more deliberately and seek more information.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

As a leader I have always seen that my most important work was to develop the leader in others. The skills and knowledge I have acquired throughout the Tasmanian Leaders Program will significantly assist me to effectively do this. My leadership journey has a momentum of its own – not knowing exactly where or how, is part of the fun!

# Janet CARTY

Manager Purchasing (formerly Principal Consultant Community and Aged Care)

DEPARTMENT OF HEALTH AND HUMAN SERVICES

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

TLP is innovative and individual; there is no other program like it. It has been an inspiring and challenging experience. When I started I was pretty sure it would be a worthwhile program and it certainly delivered. In fact it far exceeded my expectations.

#### HOW HAS THE TLP CHANGED YOU?

TLP has made me more aware of 'the world around me'; working in a large organisation it is easy to forget that there is a whole universe out there. TLP has given me greater self-insight and definitely more self-confidence. TLP has also made me love and enjoy Tasmania more than ever. The calibre of leaders and the opportunities in Tasmania are huge.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU? Meeting and learning from a wide range of inspiring leaders.

WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU? The strong friendships I have developed.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

TLP has further developed my leadership 'style' and made me a more considered thinker and planner. I feel I have more self-confidence and a greater awareness of my abilities and capacity for growth.

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I am going to have the opportunity to practice immediately in a new role which I am about to embark on.

" TLP HAS MADE ME MORE AWARE OF 'THE WORLD AROUND ME'; WORKING IN A LARGE ORGANISATION IT IS EASY TO FORGET THAT THERE IS A WHOLE UNIVERSE OUT THERE. "



#### HOW HAS THE TLP CHANGED YOU? I have greater clarity for my future – both in terms of

career path and personal goals. I have a much better awareness and understanding of my learning and leadership styles, my strengths and weaknesses. I am much more aware of how the not-for-profit sector operates and the critical role it plays in our society. I am keen to get more involved in my community.

# WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The Enneagram personality type session with Michael Field was a real highlight for me. It stands out because I experienced a 'light-bulb' moment just at the time I needed it during TLP. Building on this was the '8 Things' Model presented by Brian Lewis. Both are extremely useful tools for self-awareness and analysis as well as to better understand those around you.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

Learning the confrontation and shame of animal cruelty in Tasmania, which changed my consumer habits.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I will use many of the TLP tools and models learnt over the year both at home and at work to improve or change my communication, relationships and leadership.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I look forward to taking on a new role with the Tasmanian Government in 2010. This will give me an opportunity to put my TLP leadership learnings into practice. I am looking forward to my role as mentor of a fantastic young woman and I plan to find myself a mentor to assist my continued learning. I am hoping to take on a volunteer board position and offer my services to other not-for-profit organisations through the TLP Skillsbank initiative.



Industry, Science and Research)

Amanda

CASTRAY

Small Business Development Director

The TLP experience was brilliant. It was a privilege (and a great deal of fun) to be part of the 2009 Tasmanian Leaders Program group. I learnt a huge amount from the participants as well as the fantastic facilitators, Brian Lewis and Gillian Biscoe, and the many experienced speakers throughout the year. TLP has given me the opportunity to spend time working on 'me'. Making time for inner reflection and self-analysis throughout the year has been so valuable. I have also gained enormously from the ideas, models and strategies presented with respect to people, leadership and management.

\*\* TLP HAS GIVEN METHE

OPPORTUNITY TO SPEND

DEPARTMENT OF ECONOMIC DEVELOPMENT,

MANAGER, AusIndustry, Department of Innovation,

TOURISM AND THE ARTS (FORMERLY DEPUTY STATE

TIME WORKING ON 'ME'.



# Brendan CHARLES

Service Delivery Manager

TECHNOLOGY SERVICES, FEDERAL GROUP

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A very interesting program, challenging at times, but very worthwhile.

#### HOW HAS THE TLP CHANGED YOU?

It has helped me re-evaluate what is important in my life, focusing and appreciating them more. It also made me much busier for the year!

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The people and places that I would not have otherwise had the opportunity to meet or visit. The quality of the speakers and content within the sessions was also very rewarding.

WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU? How much fun you can have on the road trips to and from the sessions around the state.

#### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

Consider more options and possibilities before acting.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I am a lifelong learner so I am sure to undertake more professional and personal development, but this program has shown me the value of learning from other people's everyday experiences and so I will be doing more to capture the knowledge that is all around us. THE QUALITY OF
 THE SPEAKERS AND
 CONTENT WITHIN THE
 SESSIONS WAS VERY
 REWARDING.



# Lou CLARK

Executive Officer

#### LAUNCESTON CHAMBER OF COMMERCE

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE? Challenging, enlightening, rewarding, unique.

#### HOW HAS THE TLP CHANGED YOU?

It has given me a greater understanding of myself and of those around me. I learned an awful lot about Tasmania and the people that make our state the amazing place it is.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The people. It's all about the people. The car trips from Lonnie with Stuart, Jen and Ange to residential and linking sessions. A great way to debrief.

WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

Making new friends. The emotional times such as Robin Moore's presentation and Emma Haswell's story and journey.

WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM? Challenge myself more. Take more risks.

HOW WILLYOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE? Keep learning.



LOU CLARK

(THETLP) HAS
GIVEN ME A GREATER
UNDERSTANDING OF
MYSELF AND OF THOSE
AROUND ME. I LEARNED
AN AWFUL LOT ABOUT
TASMANIA AND THE PEOPLE
THAT MAKE OUR STATE
THE AMAZING PLACE IT IS. \*\*

# Jane CROSSWELL

State Manager Tasmania

AUSTRALIAN DRUG FOUNDATION

(formerly Manager Marketing and Development, Multiple Sclerosis Society of Tasmania)

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

Enlightening, educational, emotional, challenging, inspiring, motivating, fun and definitely life-changing.

#### HOW HAS THE TLP CHANGED YOU?

TLP has given me a much greater sense of awareness of self and more confidence in my capabilities. With that comes a stronger understanding of who I am and 'what I was supposed to be'. The program has also given me a much greater appreciation of the issues facing Tasmania and Tasmanians, enabling me to make more informed decisions about the kind of contribution I can and want to make to my community in the future.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

There were many highlights across the year, not least of all the constant challenge to step outside of my comfort zone and explore the possibilities. The weekend linking sessions provided such a wide range of opportunities to learn more about our fabulous island and the people making it great; and the residential retreats under the watchful eye of two of the most skilled and caring facilitators, Brian Lewis and Gillian Biscoe, allowed us to achieve greater understanding of ourselves and each other in a really supportive environment. The opportunity to access such a wide range of well-known and highly regarded Tasmanians and to be able to openly question them on their area of expertise was also a real highlight providing a renewed perspective and better understanding on many topics. And lastly, it was wonderful to share this significant journey with such a talented group of like-minded individuals from so many different backgrounds and sectors - both in the wider TLP 2009 group and particularly in our smaller and quite close-knit learning set - a journey which I am sure, is far from over.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

At the beginning of the program I expected to expand my networks across sectors where I had not previously been involved whilst gaining a stronger understanding of some of the issues facing Tasmania, and this certainly happened. However, along the way, the development of new friendships and the depth of some of those friendships has been an unexpected surprise. It's hard to believe that a group of people could get to know each other so well in such a short period of time.

I never thought I would spend so much time during the program being introspective – examining myself and determining my true purpose in life – the residential sessions posed many philosophical and personally challenging questions. It wasn't until the final linking session and the last residential that I finally figured out the answers to some of those questions– I now have a much stronger sense of where I am going – and a clear understanding of how to make it happen!!

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I am privileged to have had this opportunity and feel it is important to share as much as I can with others – and there is so much to pass on. TLP has provided me with many tools on both a personal and professional level that I will continue to develop through practical application. My aim is to practice and share these tools and insights with people around me at work, in a community setting and in my volunteer work. As a passionate Tasmanian, I am keen to continue making a stronger contribution to my community by being a better role model and helping others to grow. My list of 'Things to do' now has much more focus and meaning – I am excited about what the future holds!

# Angela DRIVER

Regional Arts Development Officer /Junction 2010 Conference Manager

TASMANIAN REGIONAL ARTS

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The experience is delivered over 12 months, allowing time for knowledge to be absorbed and digested, through a healthy balance of tasks that are theoretical, social and, perhaps most importantly, hands on. Although the formal part of the program has finished I would describe TLP as an ongoing life long experience of discovery; of self, of others and of Tasmania and its place within the world.



#### HOW HAS THE TLP CHANGED YOU?

TLP has refined me as a leader. It has smoothed over rough edges and exponentially expanded my 'tool kit'. I feel more confident in my ability to articulate and lead a team towards a shared vision; a skill that is paramount to working in the creative industries. I feel more patient and understanding of difference, but perhaps most importantly it has given me a thirst for bigger

challenges that stretch my imagination and redefine my boundaries.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

In reflection, the speakers that stand out include Bob Rutherford, Ivan Deveson, Darren Alexander, Peter Ellyard and Robyn Moore. These individuals spoke with such passion and commitment that it was hard not to be inspired about Tasmania and the power of the individual. Another highlight was Michael Field's Enneagram workshop and of course the wonderful facilitators, Brian Lewis and Gillian Biscoe, and other TLP 2009 participants. Although I have mentioned a few key highlights there are a cast of hundreds who worked tirelessly to create an exceptional program and I would like to particularly thank those who helped behind the scenes including the TLI Board, Champions and Alumni, the State Government and other sponsors including Pure Tasmania who provided some amazing settings for reflection. Thank you for helping me realise my potential as a Tasmanian leader.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The most unexpected part of the program was the consistent quality and the way it has affected change on a deep personal level. At times this was confronting, particular around the topics of work life balance and future goals.

### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I think I will approach all aspects of my life differently, but the changes may be subtle and the information learned may be used at different stages. I feel more confident to take on bigger challenges and hope I can help innovate any sector I work within.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I would not like to second guess how my leadership journey will continue into the future, but I am confident it will be one filled with as many rewards as there are challenges. But I feel ready. Stay tuned!

# Jenny EDIS Community Consultant/Advocate

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#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A once in a lifetime experience to take time out from everyday life to share personal and professional development and reflection with a group of people who are also open to a new learning experience. A stimulating, diverse platter of issues that are pertinent to Tasmania, combined with an internal personal look at where we fit within contributing to global, local, community and economic development of Tasmania.

#### HOW HAS THE TLP CHANGED YOU?

Whilst TLP has confirmed certain ideas that I have had it has also given me encouragement to go further and equipped me with tools for a lifetime of personal and professional development. It has reassured me that within a strategic plan you can fit in many things including parenthood and professional work. It has also helped to place me on the right path towards the right work in my future and helped me not get distracted from this path that compliments my passions and capabilities to better contribute to the community and Tasmania and my family.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The people within TLP 2009 – a diverse bunch that were all united through learning, supporting each other and a wanting to grow, learn and reflect. The Learning – the organisation behind each session and residential was always so professional and interesting. The commitment by the Board and speakers was very impressive and greatly appreciated. The personal investment that the Board and speakers have put into TLP 2009 as a group and as individuals is a rare treat in today's world and one that I have appreciated throughout the program. The investment in me and the viewed potential that I possess to contribute to Tasmania is something I consider as a gift that I will never loose.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

I had hoped that I would meet great and interesting people and this proved true. The organisation behind the scenes and dedication by people such as Gillian Biscoe, Brian Lewis and John Perry to ensure that the program can be the best it can be, with a view to continual improvement. The all-encompassing ethical and professional nature of the program and program relevance were a nice surprise. Personal development including personality testing was a first for me and very fascinating, reassuring and sometimes confronting. This clarified for me who I am as a person and also has helped me to celebrate not alienate others and their differences that I may not be familiar with.

#### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I have a much more rounded view of many issues and feel more a part of the Tasmanian journey. Coming from Melbourne I have learnt so much more about Tasmania and its people and now have much greater opportunities to pursue my goals through networking within the year group, the TLP Alumni, the Board and also the invited speakers. These are definitely tools that I will use to pursue my goals such as establishing a local farmers' market in Launceston.

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

A leadership journey must be about continuing to learn, reflect and improve. I currently have a young family of four children so, as Brian Lewis so gracefully put to me, leadership can be small or big. For a start my family is first, particularly while they are so young. Small steps within the local community and migrant community, whilst focusing on Launceston based projects such as a jazz festival and community market, are at the front of my mind and efforts. I better understand my leadership strengths and often these involve seeing and highlighting potential in people who may not recognise them in themselves.

#### HOW HAS THE TLP CHANGED YOU?

I now want to understand what is happening in all corners of this state, help Tasmania reach its potential, debate and test old and new assumptions for Tasmania, continue to stretch myself, and live now while planning for tomorrow. I've also realised that good, bad or indifferent – everyone is your teacher.

# WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The second residential retreat. I felt as a group we had learnt new skills and were at one with each other. This was a real milestone in the year.

#### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU? I did not expect to gain from the program to the level that I have.

#### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM? Bleed the most out of life and pause when it is needed.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will use the business that I am a partner in as a vehicle to further develop the leadership potential in others.

### •• BLEED THE MOST OUT OF LIFE AND PAUSE WHEN IT IS NEEDED. ••



# Jason HAY

Operations Manager KLIMATE SOLUTIONS

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

This was a great way to learn new skills and acquire tools that I have been able to implement into my personal and professional life. From my TLP experience I was able to shake the dust off my past learnings and insights by revisiting these and exploring them to a greater depth. Further, I was able to see, experience and connect with new areas of Tasmania. Being a partner in a young growing business, I found the time commitment was more than first expected, but worth every second that I gave to this program. For me you cannot put enough time into this program that is covered across the calendar year. I would be happy to repeat this program knowing I still can gain a lot from the learning opportunities and various experiences available during this unique program.

# Dion LESTER

Team Leader – Planning & Environment PITT&SHERRY

#### COMMUNITY INVOLVEMENT

I run pitt&sherry's Community Engagement /Corporate Social Responsibility Program – which involves varying levels of community engagement, from one off events to longer term partnerships.

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE? Extremely worthwhile and fulfilling.

#### HOW HAS THE TLP CHANGED YOU?

It has given me a far greater understanding of myself - my strengths, weaknesses, and also the most effective way to interact with others.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

It is difficult to pick just one highlight as there were many aspects of the program that I found extremely stimulating and rewarding. If I had to pick one it would probably be having the opportunity to spend so much time listening to and learning from two extremely inspiring and wellcredentialled people – Brian Lewis and Gillian Biscoe.

### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The program has given me a greater thirst for learning about and implementing leadership qualities. I am surprised by how much the program has stimulated my interest in leadership and is continuing to develop my leadership qualities.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I think there will be many subtle and more profound changes in my leadership as a result of the program. I am committed to implementing many things that I have learnt throughout the program. Every day I have an opportunity to do something a little differently as a result of the program and will endeavour to do so.





#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Initially I will concentrate on enacting the important elements of what I have learned from the TLP journey in my everyday work and personal life. Beyond that I would like to delve deeper into many of the suggested readings from some of the speakers and also seek to develop a relationship with an appropriate mentor.

# Simon MATTHEWS

Executive Director

CHRISTIAN SCHOOLS TASMANIA

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

When applying for the program in 2009, we were told it would be 'full on, but rewarding'- they were right! I found it demanding, challenging, but also extremely worthwhile. The learning experiences were very powerful – as engaging and intense as anything I have experienced at any other time in my life.

### \*\* TLP HAS OPENED UP AN AMAZING NEW NETWORK OF FRIENDS AND EXPERTS. \*\*

#### HOW HAS THE TLP CHANGED YOU?

TLP provided a very holistic view of leadership and learning. So much of our personal and professional lives can occur in disconnected ' silos', but TLP has been very helpful in helping me see the connectedness of what we do in all spheres of our lives. It has also helped me understand my own nature and style as a leader better, whilst confirming that other important aspects of leadership, whilst perhaps not natural, can be understood, learnt and utilised.

# WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Definitely the people. Firstly, the participants – all remarkable and inspiring people in their own unique way. But also our facilitators; Brian Lewis and Gillian Biscoe. To spend time learning from them was a real treat. It was also an amazing privilege to have the opportunity to learn so much from all the presenters and leadership champions we were able to relate to.

#### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

I was really surprised at how close I feel to other participants in the program, particularly those in my learning set. We are a very diverse lot, and yet have developed a rapport and respect that I have not experienced in such a way in any other situation or group.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

TLP has opened up an amazing new network of friends and experts. Already, I am utilising the skills, knowledge and strengths of some of those people, and am committed to tap into this amazing network more.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

One of the 'a-ha' moments of the program was the understanding that we can all be leaders, all of the time. I am keen to keep understanding and practising this 'every day, every way' leadership in ways that continually make micro changes to the world around me.

# Zac MCGEE Production Manager

SPRING BAY SEAFOODS

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

It has been an amazing experience and I have had exposure to numerous exciting and inspiring speakers, presenters and my fellow participants. I can only describe my experience as incredible. I am exhausted but extremely fulfilled; I have challenged my own thinking around leadership and also gained a greater understanding of my own personality. I am certain that my work and family life will benefit, leaving me with great foundations to contribute effectively as a member of a community group.

#### HOW HAS THE TLP CHANGED YOU?

I am so much more 'tuned in' to personal behaviour and how individuals affect each other. I understand my personality better and how others may perceive me. In turn, I have also learnt to be more decisive and take more thorough actions in my leadership. Also, the program has very much changed my perception of what 'community' means and how we can all play a part, how we can all <u>be</u> part of a change for the better.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The highlight for me was being in a room with Robyn Moore. She reminds me that what we just need to do is smile, that life is good and that everyone is amazing. She provoked so many emotions, reminded me of so many experiences and I felt so amazing just by being there.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

At times, it was tough emotionally. I questioned myself and really had to dig deep to get back on top of things. The commitment was greater than I had expected and being away from home was harder than I expected.



# I FEEL NOW I HAVE A GREATER RESPONSIBILITY TO MY COMMUNITY.

#### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I feel now I have a greater responsibility to my community, I have been exposed to so many different ways and opportunities for me to get involved. I feel that if I have an issue in the community close to my values, that I should act, contribute, make the difference I want to see, rather than waiting for someone else to do it. In my work life, I would like to be able to act and plan more strategically and take my staff on the 'Being Strategic' journey. In my home life, I plan to spend one weekend a month dedicated to my wife and daughter, to show how grateful I am for their support in 2009.

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I would enjoy more time to spend on being strategic, writing grant applications and more business orientated training and understanding around running a successful business. I will also put time and effort into building strengths and understanding amongst my core team members through more effective communication and group team building activities.

# Andrew MOORE

Principal

ROSENEATH PRIMARY SCHOOL, DEPARTMENT OF EDUCATION

(formerly Principal, Brent Street Primary School)

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A reflective journey with 22 other Tasmanians focused around: learning about the potential of Tasmania, selfawareness and looking outwardly.

#### HOW HAS THE TLP CHANGED YOU?

Provided me with additional tools and mechanisms to be a more effective leader. I am more centred and grounded and I know that having and using some of these tools, makes me a better person and more effective leader.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Meeting passionate Tasmanians. Re-connecting with parts of Tasmania and learning about industry and agencies that might not be at the front of my thinking but none the less, organisations and people from whom I can and have learned from.

WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU? The gift from Stuart Auckland – 'Daughter book'.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I will analyse teams in a different way. I am much more attuned to the people and skills that compliment my own style and skills. I am starting to lead in a different way.

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

The next phase for me is as a participant in Teaching Australia's '2010 Leading Australia's Schools' Program (which involves forty Principals from across Australia, in a year long journey based around advancing our professional and personal development as high performing educational leaders). Continuing to contribute to public education as a Principal.

\*\* THE NEXT PHASE FOR ME IS AS A PARTICIPANT IN TEACHING AUSTRALIA'S '2010 LEADING AUSTRALIA'S SCHOOLS' PROGRAM. \*\*

# Megan MORSE

Director of Allied & Community Health Services

BAIRNSDALE REGIONAL HEALTH SERVICE

(formerly Allied Health Manager, Calvary Health Care Tasmania)

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A privilege – a great group of people to come together with each month... an amazing array of presenters who gave up time from their busy lives to speak with us... it's something I am very grateful to have had the opportunity to be a part of.

#### HOW HAS THE TLP CHANGED YOU?

It broadened my experience of Tasmania considerably, and tightened my ties to it, which is ironic given that my career dictated moving back to Melbourne mid-year. But I will return...! The Program reassured me that one person really can make a difference, and will continue to challenge me, moving forward, to 'have-a-go', on that basis.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU? There were many, but the opening residential at Strahan encapsulated the consistent themes – it was something of an epic journey, getting there, but it was a beautiful place, and provided a solid foundation for us, as a group, to build upon across the year.

WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU? The calibre of the presenters, and their generosity towards the Program.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

Many things – not all of which would sound significant on their own...some of them are very simple. But their combined effect will, I think, be powerful, over time.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

With an open heart and mind... better prepared for its challenges by virtue of the time I spent with TLP 2009.

\*\* THE OPENING RESIDENTIAL AT STRAHAN ENCAPSULATED THE CONSISTENT THEMES – IT WAS A BEAUTIFUL PLACE, AND PROVIDED A SOLID FOUNDATION FOR US, AS A GROUP, TO BUILD UPON ACROSS THE YEAR. \*\*



#### HOW HAS THE TLP CHANGED YOU?

I learned a wealth of things about myself that I usually wouldn't have thought about. The greater knowledge of myself, my values and imperatives, and the impact these have on performance, leadership and life choices has altered not just my professional life but made me a better husband/dad/friend. Sharing my thoughts with the other participants made the experience a very enlightening one indeed. I understand myself and others better, and consciously apply TLP learnings in my day to day work.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

A single highlight from TLP is a difficult request, however the Linking Session organised by my learning set is one highlight. The process of putting it together was good practical learning, the generosity of the speakers a reminder of the shared passion there is to help, and the content of the session was interesting and provided a stimulus to further action and the feedback from the day very positive. So, for me, it was an example of TLP in microcosm.

### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

I expected those involved with TLP to be highly able, and to be interested in Tasmania. I didn't expect how outstanding they would be. The presenters were exceptional and gave very generously. The other participants were motivated, passionate, interesting and will make Tasmania a better place. But more than that they are now friends I will care about, look to for assistance and wish every success.

#### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I am now trying to listen better, to hear the full story and respond in a way that meets a broader set of needs. I have already applied a different focus to my role, and that is being appreciated with my organisation.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

My experience with the program has allowed me the opportunity to gain greater knowledge of myself and Tasmania. I believe it has prepared me to provide greater leadership within my agency and also in the community. I will continue to apply what I have learnt to the community groups I'm involved with. TLP has helped to build up my determination, confidence and commitment to lead change, and continue the TLP purpose to make Tasmania a better place to live, work, do business and contribute to the community.

# Mark PARSSEY

Enterprise Application and Information Integrator DEPT. INFRASTRUCTURE, ENERGY AND RESOURCES

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The Tasmanian Leaders Program has been by far the most powerful developmental program I have experienced. It has been an exceptional opportunity to gain insight into myself, my values and imperatives, and the impact these have on performance, leadership and life choices. Training programs rarely have you laugh out loud or cry but TLP will make you do both.

# Corey PETERSON

Sustainability Officer

UNIVERSITY OF TASMANIA

(formerly Network Manager, MacKillop College)

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

Broadening and deepening, personally and professionally.

#### HOW HAS THE TLP CHANGED YOU?

My degree of self-awareness has increased in light of the Enneagram and Myers-Briggs Type Indicator sessions. I now use this knowledge to monitor and improve my interactions with others.Very useful.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The Enneagram workshop was incredibly useful. Meeting other participants, getting to know them, being challenged and supported by them was fantastic. So, to sum it up, personal interactions with an amazing variety of people with so many different backgrounds and interests.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The broad support from the leaders of so many facets of our community who willingly attended, presented, and supported the TLP journey, most without remuneration. This truly captures the spirit of the program.

### WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

I hope to have risen to a new level in my personal and professional interactions based on the increased knowledge of the many different types of people in the world and what motivates them.

# HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will continue to participate in community organisations, but feel that I am now able to bring a higher level to my participation. I will also seek out additional opportunities to increase my toolbox and skill level around leadership, whether through professional or educative efforts. I will also continue to seek out interactions with other leaders to learn from them. THE ENNEAGRAM
 WORKSHOP WAS
 INCREDIBLY USEFUL.
 MEETING OTHER
 PARTICIPANTS, GETTING
 TO KNOW THEM, BEING
 CHALLENGED AND
 SUPPORTED BY THEM WAS
 FANTASTIC.



# Stephen PIPER

Regional Business Improvement Manager

SIMPLOT AUSTRALIA

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The TLP experience for me was an awakening to the value of leadership in its many different and varied forms. This fantastic experience has enabled me to see and begin to understand the diversity within Tasmania and the issues and factors that are impacting on Tasmania and the Tasmanian community.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The real highlight of the 2009 Tasmanian Leaders Program for me was to be able to listen and talk to such a wide range of extraordinary people who openly and willingly provided insights into their own personal and career development. To have such an opportunity is indeed a unique and special experience.

#### HOW HAS THE TLP CHANGED YOU?

The most significant change I have experienced among many is the raising of my awareness of my own personal style of working and leadership. This increased awareness has enabled me to be more effective by applying my personal style of leadership and effectiveness in a wide variety of situations, not just in the work environment.

# WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The realisation that many of the TLP 2009 participants have very similar situations to deal with and manage as my own, given the wide and varied range of individual circumstances among the participants. To see how these motivated people are able to focus and work together has encouraged me to challenge and drive myself in many ways.

#### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

As a result of the program I will certainly have a different and increased appreciation for Tasmania and the wonderful and unique place that it is. I will take a more active role in contributing to this community in the activities I undertake so that Tasmania continues to be a great place to live and work in.

My leadership journey will be about personal growth and development, and of how to apply this through positive leadership. For me leadership is about how you view and apply yourself in differing circumstances, rather than authority or influence. Nurturing and encouraging this aspect of leadership in other people around us is very important for lasting change.



\*\* TO SEE HOW THESE MOTIVATED PEOPLE ARE ABLE TO FOCUS AND WORK TOGETHER HAS ENCOURAGED ME TO CHALLENGE AND DRIVE MYSELF IN MANY WAYS. \*\*

# Sherri RING

#### Owner

ENERGY HEALTH CONCEPTS

# HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

An enormous learning experience. Enjoyable, interesting and at times challenging.

#### HOW HAS THE TLP CHANGED YOU? Better informed allowing for better decisions, judgments and opinions.

adgments and opinions.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The whole experience. I really valued the linking sessions, residentials and relationships formed within the group. I especially enjoyed the sessions on Governance, and Innovation & Entrepreneurship. The Enneagram with Michael Field has been particularly useful for me in understanding and working with different personality types – I'm an 8. I enjoyed so many speakers, some I particularly enjoyed were Michael Field, Ivan Deveson, Robert Rockefeller, Polly McGee, Dr Kim Houghton, Greg McCann and Darren Alexander:

Developing strong friendships and connections, and the incredible support that has transpired from that.

# WHAT WILL YOU DO DIFFERENTLY AS A RESULT OF THE PROGRAM?

Possibly everything, it's a part of who I am now.

- Listening, learning and being informed.
- Other personal and professional development paths.
- Understanding other people better.
- Regular TLP events where possible.
- Greater community involvement.

I REALLY VALUED
 THE LINKING SESSIONS,
 RESIDENTIALS AND
 RELATIONSHIPS FORMED
 WITHIN THE GROUP.





social inclusion and sustainability. Overall I have a greater awareness of myself and an appreciation of others, and I have a greater understanding of the diversity, opportunity and beauty of Tasmania and why I want to play a part in making our community and Tasmania an even better place.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Too many to select just one highlight! For me highlights included: the people (other TLP participants; Brian Lewis and Gillian Biscoe as facilitators) and opportunity to develop relationships with a great group of people; many of the fantastic speakers who presented to the program and provided inspiration); visit to the North West coast and its industry which gave me a whole new understanding of the role and value of industry; workshops on the Enneagram (facilitated by Michael Field) and Myers Briggs as tools to further understand myself and others; and finally the three residentials were an amazing opportunity to learn, reflect and build relationships.

### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

- How much I enjoyed the residentials!
- How every session was interesting and valuable, even sessions that weren't my interest area.
- How moved I was by some presentations and particularly the presentation by Emma Haswell on animal cruelty.
- How much I valued the opportunity to meet people from different areas and backgrounds and have the opportunity to work together.

### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Use many of the tools in my day to day work; believe more in my skills and abilities; share the information I have learnt with my family, friends and colleagues.

Look for opportunities to share with and support others, and continue to take opportunities to challenge myself.

(THETLP) WAS
 CONSISTENTLY ENGAGING,
 INSPIRING, CHALLENGING
 AND ENLIGHTENING.

# Narelle SMITH



State Coordinator Chronic Conditions Prevention and Management

DEPARTMENT OF HEALTH AND HUMAN SERVICES

### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The most powerful and valuable personal and professional development experience I have ever participated in. It was consistently engaging, inspiring, challenging and enlightening.

### HOW HAS THE TLP CHANGED YOU?

I have a new level of belief and confidence in myself, who I am and what I have to offer: I have new and improved skills, knowledge and understanding about a whole range of topics from the economy, North West industry, Tasmania, governance, innovation, community,

## Stuart WIGGINS

General Manager – Facilities Maintenance

HAZELL BROS GROUP

#### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

This experience has been truly rewarding from a personal perspective. I have undertaken several postgraduate and leadership studies in the past but TLP is truly unique. It is the only program that combines theory and practical experience with community viewpoints. The calibre of presenters throughout the program was first class and something that made the TLP experience for me memorable. The biggest value of all was the friendships made with other participants from very diverse backgrounds, that had I not undertaken the TLP journey I would never have met.

### HOW HAS THE TLP CHANGED YOU?

I am far more aware of my social responsibilities that I as a future leader have and have a far better understanding of the challenges Tasmania faces now and into the future. Meeting those who make it their personal goal to make Tasmania a better place showed me that I too am capable of making a difference and it is about time I did something about it. I now find myself challenging previous thoughts and views that I once held as being true and look at the Tasmanian community in a more supportive and enlightened outlook. I am now seeking to be community involved at a far greater scale than before and can't wait to put some of the learnings into practice.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The residentials were the most memorable part of the journey for me - being away from the day to day grind in three of the most spectacular locations Tasmania has to offer. These will be cherished and the time for reflection allowed for some significant personal changes in my life. Also working within our learning sets towards presenting our own linking session was a great journey and demonstrated what could be achieved by seven very unique individuals with a common goal.

•• I HAVE NOW BECOME POLITICALLY ACTIVE WITHIN TASMANIA. \*\*

### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

Activism – I would have considered myself the most removed from activism as I had been unable to comprehend the lengths some go to for their cause. However, after listening to Rodney Croome and Emma Haswell during a session and the journey and commitment they both have for their respective causes; I was deeply moved to the point of now understanding the need for such dedicated Tasmanians to help achieve positive change for our community.

Thanks to TLP and some participants I have now become politically active within Tasmania and I hope I can help shape our state into the future which I would not have undertaken prior to TLP.I am also actively seeking opportunities to assist not-for-profit organisations in achieving their objectives in whatever way I can; be that volunteer work or through board positions.

### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I am determined to not only continue my leadership journey career wise but to give back to the Tasmanian community by using my skills to support and assist them in achieving their goals. " I'VE STEPPED UP AND TAKEN MORE INITIATIVE AND HAD MORE OF AN INFLUENCE AT WORK, I AM READY TO TAKE ON MORE INFLUENTIAL COMMUNITY LEADERSHIP ROLES AND TO BE INVOLVED WITH

THE GOVERNANCE OF COMMUNITY ORGANISATIONS. <sup>99</sup>



### Steve WILLING

Coordinator Organisational Development

TASMANIA FIRE SERVICE

### HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A rewarding journey that offered a wide range of gifts and learnings.

It broadened my understanding of the Tasmanian community and sectors, particularly industries and non-government organisations. It gave me time to reflect and make commitments to actions in my personal and work life. I've stepped up and taken more initiative and had more of an influence at work. I am ready to take on more influential community leadership roles and to be involved with the governance of community organisations.

#### WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Developing strong bonds with other participants, supporting each other and exchanging different skills with them.

### WHAT WAS THE MOST UNEXPECTED PART OF THE PROGRAM FOR YOU?

The broad range of tools that were offered in the residentials – there was literally something for everyone. For me it was the session on coaching and mentoring which occurred in the same week that I found myself a mentor to help me develop as a coach!

### HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

- Be bolder step up and use my influence more at work and in the community.
- Be more confident of my value as a coach and mentor.
- Use the network that I've gained through the program.
- Continue to develop and promote a Leadership Strategy and coaching culture in my organisation.
- Continue to mentor.
- Train as a coach.
- Work with community/ not-for-profit/ aid organisations.





# GRADUATION DINNER

SATURDAY 6 FEBRUARY 2010

Wrest Point Entertainment Centre, Derwent Room















# EMPLOYER ENDORSEMENTS OF TLP

EMPLOYERS REFLECT ON THE EFFECT OF THE PROGRAM ON THEIR STAFF AND COLLEAGUES.

I am pleased to be given the opportunity to comment on the participation of Stuart Auckland in the 2009 Tasmanian Leaders Program (TLP). The University of Tasmania recognises and values the importance of strong leadership within its academic and general staff. One of the key aspirations of the University is to contribute to the growth and development of Tasmania by enhancing the economic, social, cultural and environmental wellbeing of Tasmanians. It is my understanding that programs such as the TLP expose participants to some of the issues that influence these determinates.

It is within this context that I was pleased to support Stuart's participation in the program. It was no coincidence that my support for Stuart's involvement in the program came at a time when he was given the responsibility of providing leadership to the University Department of Rural Health in an interim Co-Director capacity. I have no doubt that the program assisted Stuart in this role as he has applied the knowledge and skills gained through the program in his day to day Co-Directorship role. Another major benefit has been the networks and contacts Stuart has established through the program and in particular with the multi-sectoral project team with whom he is currently working. The requirement that participants work on projects helps ensure that the knowledge and skills learnt are sustained beyond the period of program enrolment.

As Deputy Dean of the Faculty of Health Science I am particularly pleased to hear that Stuart Auckland was the University's first TLP graduate. I am also pleased that Stuart was able to facilitate the hosting of two of the program linking sessions at the University, one at the Rural Clinical School in Burnie and the other at the Newnham campus. I have no doubt that Stuart's involvement in the program will be the cornerstone for further involvement by UTAS and its staff in future TLP programs.

PROFESSOR JUDI WALKER Deputy Dean Faculty of Health Science, Rural Clinical School University of Tasmania Thank you for the opportunity to offer a small reflection on the benefits of Angela Driver's participation in the Tasmanian Leaders Program in 2009.

Tasmanian Regional Arts is a small and in many ways unique organisation. Our points of difference are both what we do and in the way that our staff go about their duties. Angela Driver is no exception here – a dedicated, professional and focused individual who is widely regarded and respected in the Tasmanian Arts Community.

So when Angela approached me with the opportunity, it was a fairly easy decision to make to support her involvement in the program. Over the year I witnessed Angela explore her boundaries as a communicator, networker and creative producer. Skills that she already demonstrated became more impressive and new ones blossomed.

2009 was a busy year for Angela: having her first child; buying and renovating a home; taking on the management of the largest arts conference in the nation; and of course completing the Tasmanian Leaders Program. Quite an impressive list of achievements and all done with style and good humour!

In looking back on 2009, I can state that TRA as an organisation has benefitted significantly from the contribution made by Angela Driver. We would not be in the strong position that we are if we did not have her on staff. As the Executive Director of TRA, I believe in encouraging my staff to reach their potential; to take risks; to be creative and to challenge their ways of working. Angela naturally rises to these challenges- she is that type of focused individual. Angela's successful completion of the Tasmanian Leader's Program will open many doors in what will be a long and amazing career journey. I am happy to have been able to share this part of her journey.

PAUL JENKINS Executive Director Tasmanian Regional Arts It was not long after Janet Carty first started working for me about two years ago that we began to have conversations about what she wanted to do in her career and what support she needed to be able to progress and succeed.

As a middle manager, with the profession of nursing as a strong base, and a number of years of managing services and policy direction in the Department of Health and Human Services, Janet was ambitious to move into more senior positions involving leadership and management. She was ready to do some more study and personal development to support this, but confused about what course or program might assist her. Academically based courses could potentially meet some of her needs but they did not seem quite right. Which one and how would they assist with solving vocational direction and more personal development?

Not long after these early conversations Janet came across the promotional information about the 2009 Tasmanian Leaders Program. The Program looked to have the right blend of exposure to knowledge and theory but heavily combined with a personal growth and development focus as well as practically based experiential learning from peers and experienced leaders sharing their wisdom. An added bonus was the involvement of people from many different business and service areas across Tasmania. This looked like just the program for Janet's next stage of development. And so, our journey with the Tasmanian Leaders 2009 program began!

The Department of Health and Human Services supported Janet in her application and the required time commitment. There was great excitement and anticipation when news of her acceptance into the program eventuated.

Throughout 2009 Janet provided our Team with regular updates about the latest stage of the program and returned to work after each of the 'away days' and residential sessions with inspiring stories about what she was learning, the people she was meeting and the broader concepts of leadership that were being communicated. Those of us back in the workplace began to get used to the rhythm of the program and anticipate Janet's feedback after each session. Her enthusiastic stories about the richness and quality of presentations from those who presented to the program led to many interesting group discussions and not a small amount of envy that we were not all able to be part of the experience. It was consequently a delight to be invited, as an employer sponsor, to participate in a session towards the end of the program involving a presentation from Robyn Moore and interactive discussion with program participants and other sponsors.

The year went by very quickly and before we knew it, the end of the program and graduation was upon us. It has been amazing to observe the impact on Janet of being involved in the Tasmanian Leaders program. I believe that the program was extremely timely and has enabled her accelerated development and rounded growth as a leader of the future. This has been both an inward journey of reflection and personal growth equally balanced by an outward journey of discovery exploring the larger ideas and concepts that will challenge all leaders of the future.

Janet is now far better equipped to continue her career in leadership in the turbulent world of the health and community services. The Tasmanian Health and Human Services Department has already acknowledged this with her recent appointment to a new position implementing a commissioning framework for the contracting of high quality, accountable health and community services.

I can strongly recommend this program for emergent leaders interested in the journey of further growth and development to become our Tasmanian leaders of the future.

#### WENDY QUINN

Director Clinical Advice and Network Development Department of Health and Human Services

### SUPPORTERS OF PARTICIPANTS

AusIndustry

Calvary Health Care Tasmania

Christian Schools Tasmania

Department of Education

Department of Health and Human Services

Department of Infrastructure, Energy and Resources

Energy Health Concepts

Federal Group

Hazell Bros

Klimate Solutions

Launceston Chamber of Commerce

MacKillop College

MS Society of Tasmania

pitt&sherry

Red Cross Tasmania

Tasmania Regional Arts

Simplot Australia

Spring Bay Seafoods

Tasmania Fire Service

Tasmanian Early Years Foundation

University of Tasmania

# LEADERSHIP CHAMPIONS

Tasmanian Leaders Inc. is very grateful to have the support and commitment of many prominent Tasmania leaders from all sectors of public life (business, industry, the arts, public sector, politics and the community) and from all regions of Tasmania. A group of these have agreed to be Leadership Champions.

The role of Leadership Champions is:

To help, enable, and encourage emerging Tasmanian leaders to make a difference - to contribute to the community and to help make Tasmania a better place to live, work and do business in.

To help Tasmanian Leaders Inc. to:

- promote and support the Program across their own networks
- share their knowledge and experiences with the participants
- select and mentor participants
- develop the TLP Alumni network
- develop regional (North, North-West & South)
   leadership networks

Through their support these Leadership Champions ensure participants, their sponsor employers and the Tasmanian community receive maximum benefit from the Program.

### 2009 LEADERSHIP CHAMPIONS

We would like to thank the following individuals for their involvement as one of our valued Leadership Champions for the 2009 Tasmanian Leaders Program.

Lyndon Adams lane Bennett Richard Bovill Michael Dalv Peter Davis Neroli Ellis Michael Field AC Lynne Fitzgerald Ioanna Gair Hon Lara Giddings MHA Nicholas Heyward Paul Hogan Liz Jack Ros Lampril Colleen McGann Tam McMichael Robyn Moore Christine Mucha

Tom O'Meara Dan Norton John Pitt Martin Rees Lawson Ride Heather Rose David Rowell Kathy Schaeffer Dianne Thompson Judy Tierney Mike Vertigan AC Nick Wells Malcolm White Suzanne Williamson Hon Don Wing MLC Rob Woolley John Young Albert van Zetten

### ROBYN MOORE, LEADERSHIP CHAMPION, ADDRESSES THE 2009 TLP PARTICIPANTS.



# **OUR PARTNERS**

TASMANIAN LEADERS GRATEFULLY ACKNOWLEDGES THE SUPPORT OF THE FOLLOWING VALUED PARTNERS.

### GOVERNMENT PARTNER

Tasmanian Leaders Program is made possible by the foundation support of the Tasmanian Government, through the Department of Economic Development, Tourism & the Arts.



### MAJOR PARTNERS

For financial or other support at the Major Partner level



### PROGRAM PARTNERS

For financial or other support at the Program Partner level









### 2009 PROGRAM SUPPORTERS

For support of a Tasmanian Leaders Program session or event

University of Tasmania	CCAMLR	Moonah Primary School
Parliament House	New Life Industries	Bridgewater Men's Shed
Design Centre Tasmania	Hazell Bros	Second Bite
Gunns Nursery	Brighton Civic Centre	Hellyer Road Distillery
Australian Weaving Mills	Springvale Wines	Simplot Australia
The Baha'i Centre	Queen Victoria Museum & Art Gallery	Tasmanian Symphony Orchestra

### THE MAJOR FUNDER OF SKILLSBANK



### FOR SPECIAL PROGRAM ASSISTANCE



# TLI BOARD MEMBERS



### JOHN PERRY (CHAIR)

John recently joined American Airlines' fast track leadership program as a Financial Analyst after having completed his MBA at the University of Cambridge. Previously John was Head of Innovation and Enterprise for one of the UK's largest universities, London Metropolitan University, where he and his team facilitated and developed the University's commercial activity. Prior to this career transition, he was a senior corporate transactions lawyer with a 'top-10' London headquartered international law firm. He is a Barrister and Solicitor of the High Court and various Supreme Courts of Australia, and is a Solicitor of England and Wales.



### ANTHEA PRITCHARD (DEPUTY CHAIR)

Anthea is the Group Marketing Executive for Blundstone. Prior to this role she was employed within the Department of Economic Development, Tourism and the Arts, in various roles, culminating in the position of Director Antarctic Tasmania, Science and Research. Anthea has also previously been employed as Marketing Manager for J. Boag & Son, Australia's premium brewer, where she was responsible for the development of the Boag's brand portfolio, including James Boag's Premium, Boag's St George, Boag's Classic Blonde and the development of the Boag's Centre for Beer Lovers, (Boag's tourism venture).



### **GILLIAN BISCOE**

Gillian works with Brian Lewis co-designing and cofacilitating the TLP Residentials. Gillian is Executive Director of the Bellettes Bay Company Pty Ltd, is on the Tasmanian Government's Honour Roll of Women, is an Executive Associate of JTA International, and is a graduate of the Australian Institute of Company Directors, the University of New South Wales, and the University of California at San Francisco. She has held several chief executive positions and now consults locally, nationally, regionally and globally on a range of policy, strategy, governance, leadership, management and organisational issues.



### **ROBERT (BOB) CAMPBELL**

Bob is a director of Groupwork, a facilitation company that aims to help groups move from uncertainty to purpose. He began his career in human resource management and was actively involved in recruitment, policy development, training and industrial relations. He then moved to general management, providing leadership in strategic and operational planning, organisational design, team building and facilitation. His industry experience includes retailing, property management, forestry and local government. From 1993 to 2003 he was the General Manager of Launceston City Council leading significant city development and organisational change.



### LIZ JACK

Liz is the Deputy Secretary, Culture, Recreation and Sport within the Department of Economic Development, Tourism and the Arts, a position she has held since mid-2009. She most recently held the position of Deputy Secretary, Enterprise Development within the department, after a four-year period as Director of Sport and Recreation Tasmania, with responsibility for the overall development and delivery of sport and recreation infrastructure, programs and services within Tasmania.





### **BRIAN LEWIS**

Brian works with the Tasmanian Leaders participants during the Residentials of the program. The rest of the time he works in management consulting across a range of industries and countries and has worked in management consulting since the late 1980s across the public, private and not-for-profit sectors in a range of industries in Australia, Great Britain, the US, Asia Pacific and New Zealand. Prior to consulting, he worked for a number of Australian Government departments. Brian has a long term commitment to leadership and management development that shows benefits for individuals, their organisations and society as a whole. He sees leadership in its broadest sense and not merely conferred by role or job.



lan is currently General Manager – Human Resources for Huon Aquaculture Group. Previously, lan held positions as Manager of Human Resources for Transend Networks Pty Ltd, Tasmania's electricity transmission network operator, and as Manager Human Resources with Clarence City Council in Hobart. Ian has broad experience in industrial and employee relations, health and safety management, and development of employment related programs that support sustainable work environments for employers and their employees. Ian's experience also includes senior management roles focused on strategic and business planning.



#### NORM MCILFATRICK

Norm is the Secretary of the Department of Infrastructure Energy and Resources. Prior to this he was the Chief Executive of the Department of Economic Development and Tourism and a Director of the Tasmanian Development Board. Before taking up these appointments, he was Managing Director of Aurora Energy from 1999 to 2004. He has broad experience in senior management including international consulting, customer service, sales, marketing, engineering services and strategic planning including roles with PA Consulting, Powercor Australia and Hydro Tasmania.



#### **KATHRYN THOMAS**

As a Global Learning Leader for IBM's Global Business Service group, Kathryn is responsible for the core education and professional development programs across IBM. She leads teams world-wide who have responsibility for learning strategy, development and delivery of learning solutions for consultants from new hires to senior executives. Kathryn's prior employment history includes – Human Resources Manager in Tasmania for both Myer and GP Fitzgerald & Co after making the transition from her previous career as a teacher and consultant within the Tasmanian Education Department.

# **TLP ALUMNI**

Renee Anderson (TLP '07) Human Resources Manager – Americas, Coffey International

Janine Arnold (TLP '07) Business Development Manager Strategy, Aurora Energy

**Tim Bishop** (TLP '07) Manager – Tasmania, Cleantec

Fionna Bourne (TLP '08) Manager (Development and Conservation Assessment), Department of Primary Industries, Parks, Water and Environment

**Susie Bower** (TLP '08) Community Development and Services Manager, Dorset Council

**Celia Bray** (TLP '08) Consultant, Omni Consulting and Coaching

**Vanessa Cox** (TLP '08) Company Director, Necessary Group

Julia Curtis (TLP '07) Indigenous Coordination Centre Manager – Tasmania, Department of Families, Housing, Community Services and Indigenous Affairs

Matt Durose (TLP '08) Acting Director, eVisitor Global Processing Centre, Department of Immigration and Citizenship

Andrew Frost (TLP '07) Manager Parking / Manager Carr Villa Memorial Park / Management Support Launceston Travel and Information Centre, Launceston City Council

**Maree Fudge** (TLP '07) Managing Director and Consultant, RDS Partners

**Liila Hass** (TLP '08) Owner, Liila Hass Naturopathy **Kiros Hiruy** (TLP '07) PhD Candidate, Institute for Regional Development, University of Tasmania

**Sam Ibbott** (TLP '08) Director, Marine Solutions

**Christopher John** (TLP '07) Chief Executive Officer, Lifeline Hobart

Wayne Johnson (TLP '07) Assistant Director Policy and Planning, Workplace Standards Tasmania, Department of Justice

**Glenn Joyce** (TLP '07) Chief Financial Officer, St Lukes Health

Natasha Keep (TLP '08) Learning and Development Specialist –Tasmania, Cadbury

**Tom Lewis** (TLP '07) Principal, Rural Development Services

Zach McArthur (TLP '07) Principal, WHK

**Suzanne Martin** (TLP '07) Veterinarian

Mark Mason (TLP '08) Service Centre Manager - Private Client Services, Marsh Insurance Brokers

Katherine Miguel (TLP '08) Business Manager, Klimate Solutions

**Louise Mills** (TLP '07) Deputy Director Corporate Services, Department of Premier and Cabinet

**Ian Nelson** (TLP '07) General Manager - Human Resources Huon Aquaculture Group **Lisa Nelson** (TLP '08) Strategic Project Officer, Circular Head Council

**Joe O'Byrne** (TLP '08) Manager - Northern Tasmania, Fairbrother Group

**Ben O'Donnell** (TLP '08) Business Improvement Manager, Rio Tinto Diamonds

**Craig Perkins** (TLP '08) Chief Executive Officer, Regional Development Australia - Tasmania

**John Ralph** (TLP '07) Sales & MarketingManager, Net Sea Freight Tasmania

**John Ranicar** (TLP '08) Managing Director, Ranicar Pacific

**Ted Ross** (TLP '08) Director Infrastructure Services, Meander Valley Council

Sandie Silva (TLP '07) Change and Communication Manager, Aurora Energy

**Stuart Smith** (TLP '08) General Manager Client Services, Launceston City Mission

**Michelle Swallow** (TLP '07) Chief Executive Officer, Mental Health Council of Tasmania

**Jason Unwin** (TLP '07) Managing Director, Workforce Health Assessors

**Ginna Webster** (TLP '08) Director - Community Corrections, Department of Justice

**Deidre Wilson** (TLP '07) Acting Director - Agricultural Policy Group, Department of Primary Industries, Parks, Water and Environment

# TLP ALUMNI SUB-COMMITTEE REPORT

The Vision of the TLP Alumni is to "create opportunities for learning, networking and ongoing community involvement for members of the Tasmanian Leaders Program Alumni", and it is this Vision which has been at the forefront in planning activities for the Alumni over the last year and in preparing for future activities.

### **ALUMNI SUB-COMMITTEE**

GLENN JOYCE (TLP '07) Chair

MICHELLE SWALLOW (TLP '07) ViceChair

FIONNA BOURNE (TLP '08) Secretary

ANDREW FROST (TLP '07) Treasurer

JANINE ARNOLD (TLP '07)

LOUISE MILLS (TLP '07)

JASON UNWIN (TLP '07)

**KATHERINE MIGUEL (TLP '08)** 

TED ROSS (TLP '08)

GINNA WEBSTER (TLP '08)

The activities of the Alumni have been coordinated by a sub-committee of nine graduates from the first two years of the program.

Michelle, Andrew, Janine, Jason and I will be stepping down as members of the Sub-committee with effect from the Annual General Meeting in 2010.On behalf of all TLP Alumni, I'd like to thank Michelle, Andrew, Janine and Jason for their valuable contributions to the set up and progression of the Alumni to date, and wish them well for the future.

### **EVENTS**

The Alumni's biggest event of 2009 was the inaugural retreat held from I May to 3 May at the Cradle Mountain Chateau. The Retreat program was facilitated by Brian and Gillian, and we thank them for their immense contribution to the success of the event. John Dingemanse was our guest speaker prior to dinner on the Friday night. The feedback from those attending the residential was very positive. On behalf of the Alumni, I thank the Tasmanian Leaders Board for their support of that event.

The other flagship event that the Alumni ran in 2009 was the leadership lunch with Will Hodgman and Nick McKim. The event was a real success and provided those attending with a tremendous opportunity to enjoy a candid discussion with Will and Nick on their views on leadership in an intimate setting. Alumni members Louise Mills, Janine Arnold and Tom Lewis were involved in organising the lunch and their efforts were greatly appreciated.

During 2009 the Alumni has also run a number of *Breakfast with a Champion* events in Hobart and Lunch with a Leader events in Launceston.

Guest speakers at the Hobart breakfasts have included Malcolm White, Lara Giddings, Dan Norton, Heather Rose and Ashley Huntington. Guest speakers at the Launceston lunches have included Tom O'Meara, David Rowell, Martin Rees, Errol Stewart, Fred Ralph, Darren Alexander, Alwyn Shaw, Fiona Reynolds and Liz Jack.

We are looking forward to the continuation of these events in 2010.

Finally, on behalf of all TLP Alumni, I'd like to congratulate the 2009 participants on their completion of the program and warmly welcome them as the newest members of the TLP Alumni.

GLENN JOYCE Chair, TLP Alumni sub-committee



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