

TASMANIAN
LEADERS
YEARBOOK

2010

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Designed by





WIN MAHER SPEAKING WITH PRESENTER PHIL BEGLEY.

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.



NATASHA SLICER, JO GREGG AND REBECCA GRAY.

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**.



IAN BESWICK, MICHAEL SIMMS AND MEG ARCHER

ABOUT TASMANIAN LEADERS INC.

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.

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

2010 has been a great year for the Tasmanian Leaders Program. We had another fantastic group of participants and were delighted to welcome the highest ever number from the North-West Coast.

Kacie Rubie and Andy Van Emmerik's speeches at the graduation dinner conveyed the participants' intense experience in 2010 and also the commitment required. I would like to commend not only the participants but also their partners, families, sponsors and employers upon their graduation from this program.

2010 has also been a big year for Tasmanian Leaders Inc. We were delighted to see greater independence for our organisation following the change in structure of financial support from the Tasmanian Government through the Department of Economic Development, Tourism and the Arts (DEDTA) after some structural and staffing challenges. We delivered our fourth program and in recruiting for our fifth program, we were delighted to receive the highest number of enquiries, highest ever number of people attending information sessions and the highest number of applications.

During 2010, we sadly said farewell AGAIN to (and then welcomed back) Simon Boot as Program Manager. Simon has stepped back in to the fold a couple of times now as we work our way through attaining the best structure for funding, operating and delivering on our vision. At the 2010 Graduation Dinner we fare-welled Simon again. I would like to thank him not only for his incredible flexibility but particularly also for the many process improvements he instituted during 2010, which will benefit us in the future.

We were also thrilled to welcome Sarah Henty who assumed the mantle of Skillbank Coordinator and – for a very short period and with some assistance from Bob Campbell – caretaker Program Manager. Sarah has enthusiastically delivered on the many structural establishment requirements for Skillsbank so that, excitingly, we now have all our documentation, collateral, insurance, structures, legal opinions, advisors and relationships in place. In addition, we have some brilliant pilot projects underway to test the process for the roll-out of Skillsbank this year, as well as show-case its potential.

As many of you know, Skillsbank is an exciting initiative that matches the exceptional skills of our graduates with some of the over 5,000 Tasmanian community organisations. We thank the Tasmanian Community Fund for making Skillsbank possible – a program which not only enables our Alumni to contribute back to the Tasmanian Community, but also to further enhance their skills and expertise and continue on their leadership journeys.

Getting to this point and having delivered four outstanding programs – has only been possible with a huge amount of work from many people. Whilst impossible to thank everyone there are a number who I must thank. A huge thank-you to our dedicated board, who give TLI such a large proportion of their spare time. They have all contributed a great deal towards the program's success – facilitating sessions, helping plan events, selecting and mentoring participants, calling on their contacts and promoting activities. Similarly, all have contributed significantly to the governance, strategy and operation of our organisation.

Brian Lewis and Gillian Biscoe have again expertly facilitated the three retreats for us. There is no doubt that the outstanding success of the program has been largely due to Brian and Gillian's expertise and this was reinforced when I attended the opening retreat for TLP 2011 in February at Strahan Village.

Thank you to our Deputy Chair, Anthea Pritchard for all her hard work helping to plan linking sessions, for spearheading our sponsorship drive and for so many other behind-the-scenes contributions, made all the more significant given her heavy work-travel schedule and demanding new role.

Unfortunately, in 2010 Kathryn Thomas stepped down from the board after four years of outstanding service. Thank you so much to Kathryn for her invaluable contributions as a board member, presenter and mentor. I am delighted though, that Kathryn has kindly agreed to continue her connection with our organisation by becoming a Leadership Champion.

Thank you also to Bob Campbell, Liz Jack and Ian Nelson all of whom have made significant contributions again over the last year and whose input, participation and sage advice has been most helpful.

Thank you again to all our Leadership Champions, who assist the participants and our organisation in so many ways and help ensure the TLP is such a quality program. I'd also particularly like to thank Greg McCann – another proud Tasmanian who has given of his time every year since inception to fly down from Sydney and speak to each year's group and share his experiences and thoughts on leadership. It was fantastic that Greg and his wife Jane were able to join us at the 2010 Graduation Dinner.

TLI would not be able to operate successfully without the other financial supporters of Tasmanian Leaders. The Tasmanian Government is our most significant funder and we thank them again and also the DEDTA specifically, for their ongoing support.

In 2010, we officially announced sponsorship of the program by three water boards – Ben Lomond Water, Cradle Mountain Water and Southern Water, joining pitt&sherry as our two major cash sponsors.

“ WE OFFICIALLY
ANNOUNCED THE
SPONSORSHIP OF THE
PROGRAM BY THE THREE
WATER BOARDS – BEN
LOMOND WATER, CRADLE
MOUNTAIN WATER AND
SOUTHERN WATER ”



2010 GRADUATING CLASS

Thank you again to our very first major corporate sponsor, the Federal Group, which has once again provided excellent facilities and significant financial support for our retreats. Thank you also to WIN Television which joined us as a major sponsor two years ago and helped raise our profile last year with the Tasmanian Leaders' advertisements during our recruitment period for next year's program.

Thank you to CPR Australia and Mark Thomas for their on-going support and assistance. Thank you also to the Department of Foreign Affairs and Trade which has again provided some financial support, assisted us with guest speakers and extended invitations to our participants to a number of their own events.

I am also delighted to announce that we will be welcoming KPMG as a program partner in 2011 to provide financial management, audit and book-keeping support and other specialist advice. The Launceston Chamber of Commerce and Regional Development Australia (Tasmania) will also be supporting TLI as program partners in 2011 by providing TLI with fantastic office space in Launceston.

But 2010 TLP belongs to the participants – and once again congratulations to each one of them. Please stay in touch with us. We know you have exciting futures and we want to hear all about them!

JOHN PERRY
Chair, Tasmanian Leaders Inc.



REFLECTIONS ON THE TLP JOURNEY BY NATASHA SLICER

AT A NETWORKING FUNCTION HELD IN HONOUR OF THE PARTICIPANTS OF THE 2010 TASMANIAN LEADERS PROGRAM, PARTICIPANT NATASHA SLICER SPOKE TO GUESTS ABOUT HER EXPERIENCE WITH THE PROGRAM.



My introduction to TLP began at last year's equivalent of this function when one of the board members asked my former boss if any of his staff might like to participate in the 2010 Program. He said "Yes, Natasha will do it" and I said, "Sure, why not". But, to be honest, it wasn't something I would have applied for of my own initiative. At that point I had very little idea what TLP was.

A few months later, I went along to the first TLP session in Strahan with some trepidation. I still didn't really know what it was, plus I'd made the rather alarming discovery that I hadn't just signed up for a year, I'd signed up for life. And, to be honest, I was fairly skeptical about development programs in general. But half a day in to the first day, I knew that I was going to absolutely love it and I haven't changed my mind about that.

So what is TLP? For me, it's been a boot-camp for the brain, but a huge amount more. It's been a challenge; it's given me a better depth of understanding and awareness, acceptance and empathy. I've learnt about myself, my relationships, my community, Tasmania and the world. It's made me more creative, more communicative and much more understanding of other people's points of view. It's changed the way that I work and interact with people and that's benefited my workplace, which includes people all around the world. And it's been loads of fun.

In the TLP process, we've learned about the economy, sustainable and regional development, governance, the community, health, the media - we've even imagined ourselves fast-forwarded a decade into the future. We've learned about ourselves and what makes our colleagues, our workplaces and our significant others tick. We've been privileged to meet some absolutely outstanding and inspiring leaders from almost every kind of background imaginable. They have shared their leadership stories and been very generous with their wisdom and advice. We've developed new insights and an increased understanding of our own community, from governance right down to the grassroots.

As the year went on, we also began to see the incredible opportunities from being plugged into the TLP network - ahead of us are alumni activities, the fledgling Skillsbank, not to mention the amazing informal network between fellow participants and alumni.

So do go around tonight and chat to people and spread the word and if there are people that you think would benefit but might not be brave enough to apply, maybe give them a bit of encouragement - and you never know, you could change somebody's life. It's definitely changed mine. I'm now happy to be a part of TLP for life and my one and only regret about the Program is that I didn't do it ten years ago.

We've received huge amounts of wisdom and good advice about leadership, but one that stuck in my mind was when Lara Giddings said 'Be authentic'.

And that's what John Perry and the TLP board have achieved - they've created a genuinely authentic process in learning and growing, they have a clear vision, they're getting other people involved and getting them to invest in it. From my point of view, TLP has clearly come a very long way in just four years so by the time TLP 30 rolls around, it will truly be something amazing.

So thanks to John and the TLP board, Gillian, Brian and Simon and to all the people who've donated their time and energy to TLP - please do know that your efforts are valued and appreciated. And thanks especially to my fellow participants because you've really made this Program great for me.

NATASHA SLICER
Compliance Officer
Commission for the Conservation of Antarctic Marine
Living Resources (CCAMLR)



TLP 2010 PROGRAM

THE 2010 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	Thursday 11 to Sunday 14 February 2010
Midyear Residential	Freycinet Lodge, Coles Bay	Friday 16 to Sunday 18 July 2010
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 10 to Sunday 12 December 2010

LINKING SESSIONS

1 THE TASMANIAN ECONOMY THURSDAY 11 AND FRIDAY 12 MARCH 2010, HOBART

An economic history of Tasmania

Bob Rutherford Deputy Secretary (Energy and Resources, Department of Energy, Infrastructure & Resources)

Economic principles and the Tasmanian economy

Saul Eslake Program Director (Productivity Growth), Grattan Institute

Getting Ready!

Gillian Biscoe Executive Director, The Bellettes Bay Company Pty Ltd

Tasmania's business and economic outlook

Richard Dowling Senior Economist, Tasmanian Chamber of Commerce and Industry (TCCI)

Tasmania's economic opportunities in a carbon neutral future

Tim Harcourt Chief Economist, Australian Trade Commission (Austrade)

Tristram Travers State Manager, Australian Trade Commission (Austrade)

The ageing population: Implications for Tasmania's economy

Chris Lock Director, Economic Policy Branch, Department of Treasury

Leadership Story

Sue Hickey Managing Director, Slick Promotions

Lunch with a Toastmaster

Jonathan McComb President, Hobart Toastmasters Club

Tasmania Together

Bob Campbell Chair, Tasmania Together Progress Board

2 INDUSTRY THURSDAY 15 AND FRIDAY 16 APRIL 2010, NORTH WEST COAST

Issues and challenges in regional development

Jo Crothers Tasmanian Skills Institute

Issues and challenges in regional development

Darryl Gerrity Mayor, West Coast Council

Issues and challenges in regional development

Jason Purdie Editor, The Advocate

Issues and challenges in regional development

Lee Whiteley Managing Director, Southern Prospect Pty Ltd

Leadership Story

Wendy McCarthy AO Teacher, Educator, Change Agent and Public Advocate

NW Tasmania: Regional Overview

Janelle Allison Director, Institute for Regional Development (University of Tasmania)

Site Visit

Haulmax

Gunns Nursery

SERS Sheet Metal

New Life Industries

Cement Australia

Royce Fairbrother Owner, Fairbrother Construction & Joinery

3 SUSTAINABLE DEVELOPMENT FRIDAY 14 AND SATURDAY 15 MAY 2010, LAUNCESTON

Designers and sustainable futures

Is Tasmania managing or does it have the capacity to manage its resources sustainably?

The connection between leadership and sustainability

What are the challenges facing Tasmania in order for it to manage its water resources for sustainable development?

What role does gene technology have in the sustainable development of Tasmania?

*An overview of the commercialization process
Financial Management*

Leadership in the Technological Age

Rye Dunsmuir Retail Gallery Manager, Design Centre Tasmania

Phil Harrington Principal Consultant - Climate Change, pitt&sherry

Sam Ibbott Managing Director, Marine Solutions

Brian Risby Manager of Planning Policy, Tasmanian Planning Commission

Kim Seagram Co-owner, Stillwater River Cafe

Owen Tilbury General Manager, WHK Business Growth

John Pitt Managing Director, pitt&sherry

Barry Cash CEO, Ben Lomond Water

Greg Stanford CEO, Tasmanian Irrigation Development Board

Paula Fitzgerald Executive Director, Agrifood Awareness Australia Limited

Martin Rees Managing Partner, KPMG

Shona Beswick Principal, Beswick Administration & Training

Sam Horsman KPMG

Greg McCann CEO, Excentor

4 GOVERNANCE FRIDAY 25 AND SATURDAY 26 JUNE 2010, HOBART

How to implement governance principles – case study HIH

Issues associated with the governance of the State

What are the challenges in respect of governance in a private enterprise/corporate context?

What good governance might be and how it can support the growth of the Tasmanian community?

Leadership and Styles

Leadership Story

Mark Scanlon Consultant

Bob Campbell Chair, Tasmania Together Progress Board

Nick McKim MP Leader of the Tasmanian Greens

Lara Giddings MP Deputy Premier of Tasmania

Sue Smith MLC President of the Legislative Council

Matthew Groom MP Shadow Cabinet Member

Bob Campbell Chair, Tasmania Together Progress Board

Rob Woolley Tasmanian Pure Foods

Christine Mucha CEO, Onstream

Richard Herr Honorary Associate, School of Government, University of Tasmania

Steve Willing Coordinator Organisational Development, Tasmanian Fire Service

Joan O'Shea R&D Director, Arnotts



S TASMANIA – FUTURE PROSPECTS AND OPPORTUNITIES

FRIDAY 13 AND SATURDAY 14 AUGUST 2010, BRIDGEWATER

Australian trends

John Daley CEO, Grattan Institute

Land use: Implications of Tasmania's planning framework

Greg Alomes Executive Commissioner, Tasmanian Planning Commission

Tasmania Together: 10 Year Review and input to the mid plan review of Tasmanian Together

Phillip Hoystead Tasmania Together Progress Board

Tasmania, the Aboriginal Perspective - Past, Present and Future

Louise Adam Aboriginal Education Officers, Department of Education

Kylie Dickson Aboriginal Education Officers, Department of Education

What are the challenges presented by governance in a private enterprise or corporate context?

Ross Honeywill Executive Chairman, NEO Consulting

Natasha Cica Director, Inglis Clark Centre for Civil Society, University of Tasmania

John Lord TIDB, Crisp Brothers, Private Forests Tas.

Michael Field AC

Paul Prichard Senior Project Officer, Murdoch Childrens Research Institute

Enneagram Workshop

Michael Field AC

G HEALTH FRIDAY 17 AND SATURDAY 18 SEPTEMBER 2010, HOBART

Importance of Workplace Health and Wellbeing

Royce Fairbrother Chairman, Fairbrother Group

Importance of Health and Wellbeing

Gillian Biscoe Executive Director, The Bellettes Bay Company Pty Ltd

Introduction to Mental Health Issues and the status of Tasmania

Michelle Swallow CEO, Mental Health Council of Tasmania

Introduction to Population Health and the status of Tasmania

Roscoe Taylor Director, Public Health, Department of Health & Human Services

My story

Lucy Lester Mental Health Consumer advocate

What are the key health and wellbeing issues for Tasmania and how can we, as leaders, impact on them?

Sally Chapman General Practitioner, Bayside Medical Centre

Tim Cox Presenter, ABC Radio

Darren Jiggins Mental Health Consumer Advocate

Darren Matthewson CEO, Aged and Community Services Tasmania

Community Projects - An opportunity to learn from those who have gone before you

Steve Willing Coordinator Organisational Development, Tasmanian Fire Service

Fionna Bourne Manager (Policy and Conservation Assessment, Department of Primary Industries, Parks, Water and Environment

Ginna Webster Director, Community Corrections, Department of Justice

Leadership Story

Lyn Maddock Director, Australian Antarctic Division

Inspiring leadership!

Steve Willing Coordinator Organisational Development, Tasmanian Fire Service

7 MEDIA & COMMUNICATIONS FRIDAY 15 AND SATURDAY 16 OCTOBER 2010, LAUNCESTON

Acknowledgement of Country

Controversial Tasmanian Stories

– when media delivers the wrong message

Auntie Phylis Aboriginal Elder

Colin Jones Senior Lecturer, University of Tasmania

Jackie Merchant Merchant Creative

Sarah Schofield Presenter, ABC Radio

Simon Tennant The Examiner

How can Tasmania take advantage of social media?

Colin Jones Senior Lecturer, University of Tasmania

Media Owner's Perspective: Over-arching view of the media owner's role and responsibility for delivering accurate & impartial information

Phil Begley

Would it be to Tasmania's benefit to have only one newspaper?

Phil Begley

Phil Leerson General Manager, The Examiner

Andrew Darby The Age

Bruce Montgomery Self employed

Media training

Judy Tierney

8 COMMUNITY FRIDAY 19 AND SATURDAY 20 NOVEMBER 2010, HOBART

A question of community – what, why and how?

Kiros Hiruy Honorary Research Associate, School of Geography & Environmental Studies, University of Tasmania

Andrea Heath Reclink

David Triffett Lions Tasmania

Matthew Rowell CEO, Relationships Australia (Tasmania)

Pru Cotton Principal, Wholly Horses

Direct action: activism as a means to achieving community outcomes

Emma Haswell Brightside Farm

Philanthropy and community investment in Tasmania

Rodney Croome Spokesperson, Tasmanian Gay and Lesbian Rights Group

Scotty Marshall Executive Director, Tasmanian Community Foundation

Liam Correy Tasmanian Community Foundation

Social Inclusion – a community perspective

Ann Hughes Acting CEO, Tasmanian Council of Social Service

Tasmania's social inclusion strategy

David Adams Social Inclusion Commissioner for Tasmania

The role of the Neighborhood House

Ann Harrison Co-ordinator, Risdon Vale Neighborhood Centre

The TOOL Story

Keryn Smith Manager, Training Opportunities & Options For Learning (TOOL)

Anne Harris Risdon Vale Neighborhood Centre

Leadership Story

Mike Vertigan Chair, MyState Limited

My experience as Australia's Youth Ambassador to the United Nations

Ben Groom Boston Consulting Group



**"Whether you think you can,
or think you can't,
you're probably right!"**

Henry Ford



Like **pitt&sherry**, the Tasmanian Leaders Program recognises the importance of belief, and applying the right attitude, in the development of one's leadership. This is fundamental to why **pitt&sherry** has continued to sponsor the program over a number of years. **pitt&sherry**'s sponsorship of the Tasmanian Leaders Program continues to contribute to the development of current and future leaders, with around 50 leaders directly benefiting and contributing to the ongoing economic, environmental and social development of Tasmania. To **pitt&sherry**, this is leadership and sustainable thinking in practice.

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**Leading
the way...**

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Tasmania's water &
sewerage services**

***Congratulations to all participants in the
Tasmanian Leaders Program***

THE WIN NETWORK



ANNA MCMAHON • COLIN MCNEIFF

WIN NEWS
WEEKNIGHTS AT 6

Skillsbank

ACCESS FREE, HIGH-LEVEL
ASSISTANCE FOR YOUR
COMMUNITY ORGANISATION TODAY!

Skillsbank volunteers, drawn from our growing pool of talented Alumni, have a wide range of skills, knowledge, interests and experience across many industries and sectors who are available to help you develop your organisation!

Our Co-ordinator is ready to match you with the right TLP graduate and can be contacted at **skillsbank@tasmanianleaders.org.au** or 03 6237 6440.



TLP 2010 GRADUATES

Meg ARCHER

Senior Project Officer

FACULTY OF EDUCATION,
UNIVERSITY OF TASMANIA

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

It is an often used cliché but an 'amazing journey' is the best way to describe the TLP experience. From the first day of the opening residential at Strahan to the conclusion at Cradle Mountain it is a continuous learning curve - as a person, a team player and in your role within the broader Tasmanian community. At the end of the Program I walked away more informed about our state and the world in which I live and with the additional support of 20 people who a year ago were complete strangers - how often are you afforded such an opportunity?

HOW HAS THE TLP CHANGED YOU?

TLP has opened my eyes to the challenges Tasmania is facing within a local and global context, I will walk away thirsty for more knowledge across a number of areas which previously were not on my radar. However, more tellingly, I will walk away a better person due to the people who were part of this experience. I have a better awareness of my strengths and weaknesses and this will ultimately benefit by family, friends and workmates into the future. I am more empathetic and have a better sense of community - all amazingly positive things.

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

Without doubt the personal relationships I have developed. It is such a natural way to network and I honestly would not have predicted the trust and respect we developed for each other as a whole group - a really unique and wonderful experience. The revelation of the '8 things' and our personal mission that Steve Willing explored with us - while to a degree this was intrinsic to the way I was living my life, it was amazing how much clarity you realise when you write your dreams and goals down.



MEG ARCHER



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

There are a lot of things I will do differently - but the most immediate change will be how I operate on a daily basis, specifically with a new found empathy for others and a greater awareness of my own strengths and weaknesses.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

TLP has reinforced for me the importance of embracing opportunity; therefore I feel my leadership journey will be an evolving one. However, TLP has also allowed me the space to develop a genuine plan for the future which will allow me to harness the array of opportunities my employer UTAS has to offer; plus the growth of our family beef cattle and cropping business. Importantly, my journey will also involve community leadership, starting with our TLP project next year.



Shona BESWICK

Owner

BESWICK ADMINISTRATION & TRAINING

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

TLP has been an amazing experience: from wondering if I was in the right room at the opening retreat in Strahan, to an emotional parting at the final retreat at Cradle Mountain. I feel the overall TLP impact, depth of knowledge and networks will continue for the rest of my life.

HOW HAS THE TLP CHANGED YOU?

TLP has taught me many things but the most significant of the changes would be in how I interact within a group and the understanding of personalities – both my own and others.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

My learning set delivered a linking session on Health and Wellbeing. The highlight was the speakers we secured, how well the day progressed and the sense of achievement.

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

The quality of the speakers presenting at every monthly session.

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

I now have more self-belief to place myself in leadership positions. I AM A LEADER!

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will continue the TLP journey with the TLP Alumni and Skillsbank initiative. I will also continue with mentoring to ensure I pass my leadership skills and experiences to the younger generations.

“ IT HAS BEEN AN AMAZING EXPERIENCE: FROM WONDERING IF I WAS IN THE RIGHT ROOM AT THE OPENING RETREAT IN STRAHAN, TO AN EMOTIONAL PARTING AT THE FINAL RETREAT AT CRADLE MOUNTAIN. ”



Ian BESWICK

Logistics Superintendent

SIMPLOT AUSTRALIA

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

In short I would describe my TLP experience as a journey to self, and importantly community, enlightenment on a wide range of perspectives and topics that are relevant to being a Tasmanian leader and citizen.

HOW HAS THE TLP CHANGED YOU?

I believe being a participant of Tasmanian leaders has improved my leadership skills and qualities and has encouraged me to achieve goals I may not have considered prior to this. It has also increased my professional skills and networks, making me a better employee and leader, both of which have had massive benefits for my current employer.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The opportunity to meet and listen to some of the great Tasmanian leaders, and draw inspiration and knowledge from their leadership journey. It gives you the motivation that with hard work, persistence, vision, a healthy mind and good support networks we can all achieve great things if we wish.

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

I found the longer the Program continued the more I learnt about myself and how I interact benefits and affects the environments (working, family, community and lifestyle) I am involved in.

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

I will stand back and develop some long and short term goals and look at what is needed to achieve them.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

By taking what I have learnt so far and put it in to practice and continue to learn and develop.



IAN BESWICK

“ I FOUND THE LONGER THE PROGRAM CONTINUED THE MORE I LEARNT ABOUT MYSELF AND HOW I INTERACT BENEFITS AND AFFECTS THE ENVIRONMENTS (WORKING, FAMILY, COMMUNITY AND LIFESTYLE) I AM INVOLVED IN. ”





Rebecca GRAY

Employment Skills Coordinator

WORK AND TRAINING LTD

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

You can't walk away from the Tasmanian Leaders Program without having your beliefs and behaviours challenged by both the experiences you encounter and the people you become involved with. Whilst the Program is educational, informative and insightful it offers more than just a professional development and leadership opportunity.

HOW HAS THE TLP CHANGED YOU?

TLP 2010 was a Program I applied for but turned into a journey which I embarked on. I have a new appreciation for this place I call home, a new focus and energy for facilitation of change and becoming involved. The breadth and depth of creativity, knowledge, friendship, understanding and meaning that my fellow TLPers were willing to share was a true and unexpected surprise.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The confidence building and support provided by the other TLP members is something I am truly grateful for and I will reflect on as a very special privilege. The learning provided by the guest speakers, while the access to dynamic and fascinating leaders, both in Tasmania and nationally, provided new knowledge and new ways of thinking about society and our place within it. One of the key moments was listening to leadership stories of the guest speakers and how they started, who their mentors are and how they managed to overcome setbacks and disappointments.

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

I didn't expect to have my beliefs and values challenged. I thought I was entering into a professional development Program but I have to say how delighted I was that the Program was so much more than this. I didn't expect to learn as much as I have from the other TLP members or to create such friendships and networks.

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

I definitely feel more willing and able to contribute to the Tasmanian and Australian community. Many of the professional development models that Brian and Gillian presented to us will assist me to change the way I work and reflect on the impact we have on those around us. The Program definitely provides you with a platform to feel confident about saying 'yes' more strategically and more often.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Devote time to maintaining and building networks and friendships established in 2010. A priority is to work together with TLP4 to deliver a project to and for the community that will meet the needs of the community. 2011 will be a time to consolidate all the learning from TLP4 and create meaningful and strategic moments to both develop myself as a leader and discover how I can contribute my skills to the greater community.

“ I DIDN'T EXPECT TO HAVE MY BELIEFS AND VALUES CHALLENGED. ”

Jo GREGG

Senior Engineer

SEMF

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

I would describe the experience as challenging, encouraging, remarkable and wonderful.

HOW HAS THE TLP CHANGED YOU?

Participation in TLP has opened my eyes and broadened my understanding of many issues that face Tasmania. The Program challenged my preconceived ideas, encouraged me to further develop my skills and pursue my interests, and enabled me to develop both professionally and personally.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Over a year there were many highs. A standout was the calibre of speakers prepared to give their time to the Program. They saw the value of and had faith in the participants. I was heartened and encouraged by the level of trust and friendship that the group developed especially over the retreats.

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

Although I have always valued the importance of education, I have somewhat taken it for granted, and for me a clear and strong theme throughout the year was how far reaching and invaluable a good quality education is.

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

I have planned to undertake a series of further training sessions and to participate in some certification Programs that will enable my on the job training to be formally recognised. I will approach each situation with a more open mind and empathy for others, before making a decision.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Firstly, by completing the TLP community project over the next 12 months. Secondly, I hope to continue this commitment by continuing to be actively involved in community projects, and pursue governance positions.



JO GREGG

“ A STRONG THEME THROUGHOUT THE YEAR WAS HOW FAR REACHING AND INVALUABLE A GOOD QUALITY EDUCATION IS. ”





“ I HAVE A DEEPER UNDERSTANDING OF MYSELF AND OTHERS AND FEEL MORE CENTRED AS A PERSON. ”



Tonia GRETSCHMANN

Owner

THE PAPER SHED

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

An eclectic collection of experiences, learnings and people; gelling together to result in a life-changing year.

HOW HAS THE TLP CHANGED YOU?

I have gained more confidence, new networks, am more open to change and opportunities, have a deeper understanding of myself and others and feel more centred as a person.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The final retreat allowed us to recognise and acknowledge how the year has been about the participants and what we have been able to learn from and share with each other.

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

The strength of the bonds formed with fellow TLP'ers and connections with the wider TLP community.

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

Create and seize more opportunities both personally and in my work. When working with others, I will recognise and make the most of different ways of thinking and operating.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Remain open-minded and ready for the lifelong journey of learning.

Sam HORSMAN

Manager

KPMG

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

TLP started out as a Program for me to do so that I could tick the box, put it on my resume so that it could help in my career progression. It turned out to be so much more. It has been a life changing experience and has shown me that Tasmania has so many positive things to offer and that I can play a significant part in the future if I choose to. The friendships that have been developed in the 12 months are ones that will last for a life time.

HOW HAS THE TLP CHANGED YOU?

It has given me a greater appreciation of the things I have, but made me realise that I have much to offer and assist others with.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The closing residential was the highlight as it was a culmination of the year and a solidification of all of the experiences and relationships that had been developed and cultivated throughout the year.

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

The strong relationships that were developed. I would normally expect those kinds of relationships to take years to develop, but because of the intensity of the Program they were developed in a short 12 months.

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

As a result of the Program I will be more proactive in trying to assist those in the community that would benefit from my assistance and those that are marginalised in Tasmania. I have also become less judgmental of others and their situation and have learned to view situations from a different angle.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will continue to focus on my career progression within my firm, while looking for further opportunities to increase my skills through external courses.



SAM HORSMAN

“ I WOULD
NORMALLY EXPECT
THOSE KINDS OF
RELATIONSHIPS TO TAKE
YEARS TO DEVELOP, BUT
BECAUSE OF THE INTENSITY
OF THE PROGRAM THEY
WERE DEVELOPED IN A
SHORT 12 MONTHS. ”





“ I NOW HAVE A MUCH BETTER UNDERSTANDING OF TASMANIA. I WILL NEVER TAKE MY FAMILY OR FRIENDS FOR GRANTED. ”



Clynton JAFFRAY

Business Manager

UNIVERSITY OF TASMANIA

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A worthwhile experience for continued learning and personal growth.

HOW HAS THE TLP CHANGED YOU?

I now have a much better understanding of Tasmania. I will never take my family or friends for granted.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Getting to know 20 TLP'ers, including myself.

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

Learning more about myself.

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

- Reflect more deeply.
- Be less judgmental and more understanding.
- Articulate my ideas with more care

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

- To continually reflect on my thoughts and actions and those of others around me.
- To be the best I can.
- To pass on to others some of what I have learnt.
- To support future TLP'ers and help the Program where applicable.

Mark JEFFERSON

Manager Tasmania

SIMS METAL MANAGEMENT

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A mind shift with exponential promise! I enjoyed the whole process and will actually miss not continuing the learning process in the same context.

HOW HAS THE TLP CHANGED YOU?

It has made me hungrier for information and shown me completely different perspectives on different issues and subjects. Knowing this I will look more in-depth into any situation rather than taking it at face value. I was looking to get grounded in Tasmania as I had only been in the state for a couple of years and now I am very patriotic about Tassie. I have a network of people different from the likes that I normally socialise with to test and further my career and life.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Residential and leadership stories. Residential were enjoyable and where we experienced great learning exercises and concepts. Leadership stories really inspired and gave that different view on subjects, especially when our stereotypes and opinions are so well entrenched.

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

My confidence after the last residential as I have seen my progression and then heard other people's positive perception of me; they held more regard for me than I did for myself.

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

I will be more aware of what is in my best interests and this will go hand in hand with what is the best for my family. The way I manage and the way I interact with other people in my life will change to be more inclusive and caring.



MARK JEFFERSON

“ (THE TLP)
HAS MADE ME
HUNGRIER FOR
INFORMATION AND SHOWN
ME COMPLETELY DIFFERENT
PERSPECTIVES ON DIFFERENT
ISSUES AND SUBJECTS. ”

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will continue to be a part of the Alumni and stay in contact with as many TLP4s as possible to keep the sharing of information and learning. I will also ensure that I am influencing the circles in which I operate and look to extend these. I want to be known as a leader in the areas that I choose to be a leader in and I know I have the ability and the confidence to make a difference in difficult situations.



Win MAHAR

Chief Financial Officer

PITT&SHERRY

HOW WOULD YOU DESCRIBE
THE TLP EXPERIENCE?

An Incredible Awakening

HOW HAS THE TLP CHANGED YOU?

Pre TLP, I was a one dimensional accountant that was very focused on Return on Investment. Post TLP, I am the proud CFO of pitt&sherry, concerned with Strategy and armed with a greater awareness of people and regional issues.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The establishment of trust and respect amongst a talented and diverse group of people who I now call friends. Life direction. Inspiration from the variety of quality leadership speakers.

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

What I have learned about myself and in particular, what values are important to me. The depth of the TLP networks and the commitment/support for the Program

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

... with every step I take.

“ THE HIGHLIGHT FOR ME WAS THE ESTABLISHMENT OF TRUST AND RESPECT AMONGST A TALENTED AND DIVERSE GROUP OF PEOPLE WHO I NOW CALL FRIENDS. ”



Simon PAUL

Coordinator

CLARENDON VALE
NEIGHBOURHOOD CENTRE INC

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

Being lucky enough to be supported by the Tasmanian Early Years Foundation was the beginning of a unique experience unlike any other I have had. TLP has been an insightful journey into myself, into the great potential of people; and into Tasmania and the wonderful opportunities available to it. Learning about various aspects of Tasmania was a fantastic exposure to Tasmanian leaders in their field and their thinking. Furthermore, the combination of leadership stories and personal development training during our Linking Sessions enabled me to significantly increase my awareness of my role and capacity to contribute to the state.

HOW HAS THE TLP CHANGED YOU?

TLP has significantly increased my awareness of Tasmanian issues and opportunities, broadening my knowledge and perspectives. It has also broadened my knowledge of who I am and how I can be more effective in what I do and what I seek to achieve. The TLP has increased my networks significantly and given me a wide range of tools to be more effective creating opportunities I did not previously have. This has made possible better advocacy for the Clarendon Vale community and for the other organisations I represent. Overall life is more fun as TLP has enabled me to grow as a person, make some great friends and achieve a better work/life balance.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

During the year, the opportunity to work together with a diverse group of participants was the absolute Program highlight. Being brought together with people from around the state with diverse personal and professional backgrounds, skills and experiences significantly enhanced my own skills and capacity. In particular, working within my learning set was a great experience, as the group has been mutually supportive, creating great learning opportunities for one another along the way.



SIMON PAUL

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

I never expected that the TLP would teach me so much in such a relatively short space of time, especially about myself. The Program design ensured personal and professional learning which was exceptionally useful for me, giving me a wide variety of tools to think strategically, create better outcomes and to work in new ways personally and professionally.

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

As a result of TLP I am already making changes at work and at home. At work we have implemented a number of new approaches operationally and with our advocacy strategies, I have also taken on executive positions in two non-government organisations. At home I am spending more time with my family, especially my children, which has been fantastic fun!

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will continue my community leadership activities through the neighbourhood house network, advocating and working for network members and for issues identified by their communities. I will also continue my membership of other community groups and seek new opportunities where my skills would be valuable. In addition I am continuing to mentor and teach community development students.



Suzanne PURDON

Senior Project Officer

CENTRE FOR COMMUNITY CHILD HEALTH,
MURDOCH CHILDREN'S RESEARCH INSTITUTE

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

Enlightening – for my brain, for my spirit and for my heart

HOW HAS THE TLP CHANGED YOU?

The big change for me is understanding myself and what makes me tick (Myer-Briggs, the Enneagram, purpose and vision work enabled this). I understand my personality so much better now and can pick when I'm heading to an unhelpful default position and can change my reactions to those that are more helpful and enabling.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

1. The residentials were a gift – time away to chew the fat, to mull over life, to be challenged, to see things differently and to be treated to the best accommodation with great service.
2. Every guest speaker was a highlight – took away something from each and every one of them.
3. Getting to know the TLP'ers and working with my learning set
4. Royce Fairbrother, Greg McCann and Lucy Lester

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

All of it! Although I had been to an information session and talked to past TLP'ers I really didn't know what Linking Sessions and residentials would entail. WOW – so much more and more again. What was so unexpected was my reaction to our final reflection at the last Residential. I think the enormity of the whole process came at me like a bullet train – BANG – to realise that this was not just a leadership Program, but an in-depth process and journey allowing me to look inward to myself and outward to others and the world around me. The end product is incredible.

I walk away with a body of knowledge that I would never have gained, the opportunities to hear first-hand from so many inspirational people was a gift; to walk away with a deeper understanding of who I am and what makes me tick and how to change this if and when necessary is enormous for who I am and how I react and behave; to walk away knowing that I have gained lifelong connections and friendships who I know, when asked, will provide me with honest, helpful and enabling feedback. I know it's not really the end, TLP goes on...

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

I will say I'm sorry when I feel I have overstepped the mark. I will question with empathy if I don't understand another's point of view and I will view the world so differently because I have lived and breathed TLP.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Leadership for me is something that requires reflection then reshaping and remodeling along the way. I do this, formally, at the beginning of every month and informally along the way. I will look out for opportunities to hear leaders speak and professional learning. I will continue with my mentor and will also employ a coach. I will continue to take the opportunity to read inspiring stories about individuals. During this year I have come up with a list of leadership principles for me – I will continue to refine these.

Alan RADFORD

Managing Director

SPEEDFOX CONSULTANCY

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The experience was a time for growth and reflection. Joining many levels of government and non-government organisations together for such a long period of time created an awareness and openness of communication. It will be these networks, which will never go away, that have completed the TLP experience for me.

HOW HAS THE TLP CHANGED YOU?

I am more open to the need for networks to make the world go around and how much power can be provided to an individual. If that individual is guided well, the impact on the broader community can be revealed.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

The network development and the time to reflect.

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

The deep connections which occurred from both a professional and peer to peer point of view.

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

Listen more, as there is great wisdom in the fact that we have two ears and one mouth and that the majority should rule.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I am seen as a leader in the Aboriginal Community of Tasmania within various sectors and organisations. I will continue to assist these community organisations and various individuals from the Program to continue to foster the capacity for resourcing and growth of the Aboriginal Community of Tasmania. I will also be an active member of the TLP Alumni.



ALAN RADFORD

“ THE EXPERIENCE
WAS A TIME FOR
GROWTH AND
REFLECTION. ”





Kacey RUBIE

Community Dietitian

POPULATION HEALTH (DHHS)

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The TLP experience was eye opening and very motivating. It was an opportunity rarely available, to have leadership discussions and insights with some very influential and inspirational people. I feel very privileged to have been a part of the TLP experience and will take a great deal from it. It was a supportive and rewarding journey. I see the TLP year as just the beginning!



HOW HAS THE TLP CHANGED YOU?

TLP has allowed me to gain greater insight and awareness about issues for Tasmania. As a result I believe I am more open-minded and think more broadly about the place we live in. TLP has helped me to focus more on planning for my future, and reflect on where I am heading and where I want to go. TLP has helped to increase the confidence I have in my strengths and to value who I am, as well as exploring how I can improve.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

It's very hard to pick just one highlight! I think one of the overall highlights for me was about the exposure we had to amazing leaders, people and issues. Each linking session I would come away feeling inspired after hearing from so many passionate and incredible people. The other overall highlight was the opportunity to meet so many new people, and create networks and friendships that I would not have otherwise formed.

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

I knew very little about what I was getting myself into when the Program started and how I was going to fit in with all of these new people. The most unexpected part for me was the incredibly strong bonds that formed in the group over the year. The trust, respect and willingness to be so open and honest with each other was amazing. I felt more a part of this group, and included and accepted, than I think I have almost ever felt in any other group I've worked with/been a part of.

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

I plan to 'open the batting' and push myself out of my comfort zones. Program. Part of this is about being brave enough to meet new people, make new friends, communicate with those whom I might not normally, and say yes to opportunities first, and only then say no if I change my mind. I plan to keep working on those '8 things' and how they can all fit together for my future.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I want to keep reflecting on my journey, and make decisions according to where I want to head. I plan to be actively involved in the Alumni – attending events as much as possible and helping out wherever I can. I want to proactively keep connected with TLP 2010 members and continue our conversations over time. I want to become more involved in the community, and use my skills to benefit others. I want to keep building on the TLP year.

Catherine SCHOFIELD

Strategic Nurse Coordinator Mental Health Services
DHHS

HOW WOULD YOU DESCRIBE
THE TLP EXPERIENCE?

Challenging, confronting, supportive,
informative, enjoyable, unexpected.

HOW HAS THE TLP CHANGED YOU?

I'm more confident, more aware, more prepared, more
focused, and more settled.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Applying what I was learning to my own life both
personally and professionally.

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

Feeling real changes in my perceptions and attitudes
towards myself and others.

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

Take more risks.

HOW WILL YOU CONTINUE YOUR LEADERSHIP
JOURNEY INTO THE FUTURE?

Allow more of myself to be present, be prepared and go
for it.



CATHERINE SCHOFIELD

“ I FOUND THE TLP
EXPERIENCE CHALLENGING,
CONFRONTING, SUPPORTIVE,
INFORMATIVE, ENJOYABLE,
UNEXPECTED.”





Michael SIMS

Principal

ARBOUR HEALTH

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The Program provides a loose set of rules initially in which participants engage one another. As the year goes on the group takes responsibility for their own growth ensuring no two Programs are the same. The art is in creating an atmosphere where members are comfortable enough to step out of their comfort zone which allows for real growth. This often manifests itself as looking at life through a slightly different lens and being strong enough to follow through on the opportunities you see. I believe the true outcomes of the Program are yet to be realised and I am looking forward to the opportunity for longer term/sustainable change offered through the delivery of our community project, plus projects with Skillsbank and the Alumni.

“ I HAVE MADE SOME
PRETTY SIGNIFICANT
CHANGES IN MY LIFE. ”

HOW HAS THE TLP CHANGED YOU?

TLP has provided me with a set of tools and resources to help me reach my full potential. It is with this support that I have been able to build a strong foundation and have the confidence to chase a dream.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

During a group exercise designed to help with public speaking a participant described the ideal holiday they were going to take with their partner. The holiday focused on being with the person you love doing the simple things like breathing, eating and sleeping. I went home and organised a weekend away at a friend's shack with my wife and had arguably one of the best times of my life! Who would have thought I would have received some of the best relationship advice from TLP.

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

The Program has provided me access to people, both directly and indirectly, that are truly generous with their time. This has provided me with insights, suggestions and support that are difficult to quantify. This, combined with an environment that encourages taking responsibility for one's own growth, created a firm foundation in which I flourished. Therefore, the Program delivers outcomes as promised.

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

Walk with my head held high knowing that despite the numerous challenges that lie ahead there are people prepared to face them with courage and conviction. As a result I will continue to work towards a better Tasmania.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will take 2011 to consolidate the learnings of 2010 and I see the TLP Alumni being a big part of that. This will include continuing to take an active leadership role within health management and continuing my spiritual journey. I have made some pretty significant changes in my life and I look forward to letting those aspects mature.

Natasha SLICER

Compliance Officer

COMMISSION FOR THE CONSERVATION OF
ANTARCTIC MARINE LIVING RESOURCES
(CCAMLR)

HOW WOULD YOU DESCRIBE THE TLP
EXPERIENCE?

An extremely well thought-out and nicely delivered
Program which connected me with Tasmania, my fellow
participants and myself.

HOW HAS THE TLP CHANGED YOU?

It's expanded my thinking in so many ways and has
inspired me to always keep learning. I've also realised
that leadership is a far more holistic concept than simply
being 'the boss' at work and that genuine leadership
insight and skills can have a positive impact on all aspects
of life.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

There were many of them but particularly my learning
set and my fellow participants, the three residentials and
probably the majority of the speakers.

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

The genuine and authentic learning and development
that the Program offered. Starting as a skeptic of the
concept, I'm now a convert.

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

The Program opened my eyes to a whole new world
of opportunity out there and this was a factor in my
decision to start a new career. Wherever I end up, TLP
has made me a more thoughtful and well-rounded
person. I am already a much better communicator, group
participant and colleague as a result of my time in TLP.
I also believe that I am now more likely to make things
happen rather than waiting for them to happen to me.



NATASHA SLICER

“ I’VE REALISED
THAT LEADERSHIP IS A
FAR MORE HOLISTIC
CONCEPT THAN SIMPLY
BEING ‘THE BOSS’ AT WORK. ”

HOW WILL YOU CONTINUE YOUR LEADERSHIP
JOURNEY INTO THE FUTURE?

I have a lot of exciting things in store and I'm looking
forward to applying the knowledge and skills I've gained
through TLP to these opportunities. I've already drawn
upon the TLP network and am sure that I will continue
to do this. I also hope to be an active TLP Alumni
member.



Darryn SMITH

Manager North West Tasmania

FAIRBROTHER GROUP

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

An absolute amazing and enriching experience. Often challenging, yet rewarding, inspiring and overall a fantastic learning and development opportunity.

HOW HAS THE TLP CHANGED YOU?

It has given me a more focused presence on where I am at with my life and career. I now have a far better understanding of leadership and in particular my style, am less reactive and more considerate and conscious of the needs of others.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

Working closely with our Learning Set and delivering our linking session on health and wellbeing. And the opportunity to listen and learn from high calibre speakers on a diverse range of issues facing Tasmania now and into the future. Brian and Gillian were absolutely fantastic. I could sit and listen and share their life experiences all day - thank you for making it so meaningful and real.

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

Learning so much about myself. Scary!

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

Attempt to do more for those who are disadvantaged by their circumstances. Try and bring about change for them by providing them with opportunities as they become available. Be more accepting of people for who they are, not what they are.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

Apply my learnings and experiences from the Program, build and capitalise on the networking opportunities, be true to myself and others, make a difference for the community.

“I WILL ATTEMPT TO DO MORE FOR THOSE WHO ARE DISADVANTAGED BY THEIR CIRCUMSTANCES.”



Andrew TRUSCOTT

Manager Environmental Sustainability

BEN LOMOND WATER

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

A fantastic experience.
An opportunity and a catalyst for growth.

HOW HAS THE TLP CHANGED YOU?

I've had exposure to a much broader range of experiences. I've expanded my professional and personal networks. I've developed a greater appreciation of the people I have around me, and I'm now more confident in myself and my ability.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

An opportunity to reflect and share experiences in a trusting and supportive environment. The array of fantastic speakers (too many to detail). The relationships I've formed with other participants.

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

The personal journey of getting to know myself better. The desire I've developed to contribute more of myself, across all aspects of my life. The strength of relationships I formed with other participants.

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

- I'm better informed – I'm now able to consider issues with a broader breadth and depth of understanding.
- I'll be more forward with my input – am happy to 'open the batting'.
- I'll try to be more questioning of how things are and be open to new and different opportunities.
- I'll draw on experiences from the Program to motivate and guide me.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I'll continue to exercise leadership skills and concepts, continue to take on challenges, and continue to be confident in myself and my leadership skills.



ANDREW TRUSCOTT

“ I’LL BE MORE
FORWARD WITH
MY INPUT – AM HAPPY TO
'OPEN THE BATTING.' ”





Andy VAN EMMERIK

Principal Engineer Program Development

DEPARTMENT OF INFRASTRUCTURE ENERGY
AND RESOURCES

HOW WOULD YOU DESCRIBE THE TLP EXPERIENCE?

The Program has been intellectually challenging, personally re-assuring, one that definitely uses adult learning processes and nurturing of relationships.

HOW HAS THE TLP CHANGED YOU?

The regular learning through the Linking Sessions has broadened my understanding of the wider policy, social and communal issues that I was previously happily ignorant of. Additionally the team based learning in a learning set has enabled me to gain objective feedback as to how I can improve my contribution and leadership in teams.

WHAT WAS THE HIGHLIGHT OF THE TLP FOR YOU?

While some speakers (such as John Daley, Steve Willing and Greg McGann) and some topics (such as ethics, economy and education) will permeate my thinking, the highlight is the sense of self-confidence that I gained in front of my peers in leadership roles.

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

I always expected to gain significant benefits from my fellow participants, but I did not realise how much I would learn from observing their performance in the leadership and team roles.

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

- Network more
- Think more broadly
- Act with more confidence.

HOW WILL YOU CONTINUE YOUR LEADERSHIP JOURNEY INTO THE FUTURE?

I will be volunteering for:

- A role with the TLP Alumni,
- Community and education organisations
- Mentoring availability

I intend to further my learning of leadership in the Company Directors Course. I will be a better contributor to team processes.

“ THE REGULAR LEARNING THROUGH THE LINKING SESSIONS HAS BROADENED MY UNDERSTANDING OF WIDER POLICY, SOCIAL AND COMMUNAL ISSUES. ”





GRADUATION DINNER

FRIDAY 11 FEBRUARY 2011

Cataract Bistro, Launceston



EMPLOYER ENDORSEMENTS OF TLP

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

Thank you for the opportunity to provide feedback on my observations of Andrew Truscott's participation in the 2010 Tasmanian Leaders Program (TLP). From discussions with Andrew the program provided a diversity of topics, interesting and challenging guest speakers and a range of experiences.

It is apparent that Andrew benefited significantly from participating in the program both professionally and personally. Andrew regularly expressed his enjoyment of the program which no doubt facilitated his opportunity to learn and grow within the program.

Within our organization Andrew has actively applied his increased confidence and regularly demonstrates leadership qualities in both formal and informal roles. Andrew seems to have greater assurance in his role as a leader and has displayed a willingness to be forthcoming and considered with his thoughts.

The program has also aided in the development of a strong professional network with an ongoing Alumni connection. Based on Andrew's experience I will investigate future opportunities to involve other staff in the program.

BARRY CASH
CEO, Ben Lomond Water

Darryn Smith was the second Senior Manager within Fairbrother to complete the Tasmanian Leaders Program and again with excellent results. Darryn commenced the course with a good deal of apprehension. It was a significant time commitment and to juggle this with his existing work and family responsibilities was a big effort.

Along the way I had several discussions with Darryn about the challenges he was experiencing and I've no doubt, on several occasions, it caused him to move well outside his comfort zone. But that is what made all the difference – that's what lifted him to another level. Through the program Darryn's leadership ability and his confidence has grown significantly and he has now matured to be a very competent senior leader within our company.

I was privileged to have the opportunity to present to the 2011 class on two occasions and I found it a most uplifting experience. They were a very motivated and inspiring group of people. The Tasmanian Leaders Program is an outstanding initiative. The future of our State will be governed by the quality of leaders we are able to grow and develop.

Fairbrother looks forward to supporting other key employees to participate in this program in the years ahead. Thank you for the opportunity.

ROYCE FAIRBROTHER
Chairman of the Fairbrother Group

It is an honour to write this brief statement for Suzanne following her twelve month experience in the Tasmanian Leaders Program.

I first met Suzanne around ten years ago in a meeting full of staid bureaucrats. My memory of that meeting is there was one vibrant, feisty, genuine practitioner, who was obviously passionate about addressing the serious developmental disadvantage that so many of our Australian children experience. Her drive, enthusiasm and respectful pushing of the boundaries caught my attention. That day I made a decision that I wanted to work with and learn from her. Her name was Suzanne, and ten years later we are working together, delivering training across Australia for practitioners and policy makers.

Throughout 2010 I had the privilege of vicarious exposure to the Tasmanian Leaders Program, receiving a blow by blow description of the highs and lows of the learning journey Suzanne was supported through. What I have witnessed is an already leaderful person being challenged, affirmed and enabled to an even broader perspective of the world she lives in. Those of us around Suzanne have benefitted from her new ideas and discoveries as they played out through her work and personal life.

Anyone who knows Suzanne well would know her as a thinker and one who questions. The resulting inquisitiveness is challenging to some and to others it can be a hugely empowering tool, assisting reflection and ultimately practice change. Suzanne is this person for me! She encourages and supports a level of reflection that supports new discoveries.

To me, Suzanne Purdon is a remarkable person who inspires and challenges many people around our country. She has a warrior like passion for ensuring Australian children are treated well, loved, nurtured and are safe. Her experience of the Tasmanian Leaders Program appears to have given her a suite of different leadership models which she calls on to humbly check herself against as she travels her own work/family journey whilst making a significant contribution to the early childhood sector in Tasmania and beyond.

I take this opportunity to congratulate her on her recent professional achievements and thank the Tasmanian Early Years Foundation in its continuing financial support for individual scholarships with the Tasmanian Leaders Program.

PAUL PRICHARD
Training and Development Manager, Community Child Health, Murdoch Children's Research Institute

As a manager in our Private Business practice of KPMG Launceston, Sam is involved in many assignments that required broader knowledge, insight and experience than what a Chartered Accountant would normally obtain in their early years in our profession. By participating in the Tasmanian Leaders Program, Sam has accelerated his accumulation of knowledge and experience by many years and has demonstrated this by the application of his learning in many complex assignments. Additionally, Sam has demonstrated a far greater maturity in his understanding of what makes our State function – this has also been of great value to both our clients and other staff. The Tasmanian Leaders Program is certainly a key component of KPMG Tasmania's managers development program.

MARTIN M REES
Managing Partner, KPMG – Launceston

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.

2010 LEADERSHIP CHAMPIONS

We would like to thank the following individuals for their involvement as one of our valued Leadership Champions for the 2010 Tasmanian Leaders Program.

<i>Lyndon Adams</i>	<i>Dan Norton</i>
<i>Jane Bennett</i>	<i>Torn O'Meara</i>
<i>Richard Bovill</i>	<i>John Pitt</i>
<i>Michael Daly</i>	<i>Martin Rees</i>
<i>Peter Davis</i>	<i>Lawson Ride</i>
<i>Neroli Ellis</i>	<i>Heather Rose</i>
<i>Michael Field AC</i>	<i>David Rowell</i>
<i>Lynne Fitzgerald</i>	<i>Kathy Schaeffer</i>
<i>Joanna Gair</i>	<i>Dianne Thompson</i>
<i>Hon Lara Giddings MHA</i>	<i>Judy Tierney</i>
<i>Nicholas Heyward</i>	<i>Mayor Albert van Zetten</i>
<i>Paul Hogan</i>	<i>Mike Vertigan AC</i>
<i>Liz Jack</i>	<i>Nick Wells</i>
<i>Ros Lampril</i>	<i>Malcolm White</i>
<i>Colleen McGann</i>	<i>Suzanne Williamson</i>
<i>Tam McMichael</i>	<i>Hon Don Wing MLC</i>
<i>Robyn Moore</i>	<i>Rob Woolley</i>
<i>Christine Mucha</i>	<i>John Young</i>

SKILLSBANK

ACCESS FREE, HIGH-LEVEL ASSISTANCE FOR YOUR COMMUNITY ORGANISATION

Skillsbank provides high level volunteer services and advice to community groups and not-for-profit organisations to support their successful development and impact. The enthusiastic and professional volunteers are drawn from the graduates of the pre-eminent Tasmanian Leaders Program as part of their ongoing commitment to contribute to the Tasmanian community.

Graduates of the Program can offer you a wide range of skills, knowledge, interests and experience. They have a high level of awareness of global, national and local issues and trends. Skillsbank will help you find the right TLP graduate for your project. The range of skills offered by the Skillsbank TLP volunteers includes:

- leading and managing organisations and teams of people
- board membership, development and/or governance
- mentoring staff
- change management
- strategic and business planning
- marketing

- organisational review and development
- event planning
- guest speaking for an event or seminar
- training and development of staff or volunteers
- project development

Not-for-profit organisations with a specific need for project assistance or advice can approach the Skillsbank Coordinator to help find an appropriate TLP Volunteer. We will connect you with one or more people who we think could help you meet your needs, absolutely free. Skillsbank runs each project, arranges introductions, provides support to the TLP Volunteer and monitors the outcomes.

Skillsbank will give preference to requests that:

- demonstrably add value to your organisation and to the Tasmanian community
- best utilise the professional skills and experience of the TLP graduates in supporting your organisation's staff or members with your project
- offer opportunities for the continual learning and development of TLP graduates

PREVIOUS COMMUNITY PROJECTS – AN UPDATE

AS THE PROGRAM BEGINS ITS FIFTH YEAR, WE THOUGHT WE SHOULD TAKE THE OPPORTUNITY TO CELEBRATE SOME OF THE SUCCESSFUL COMMUNITY PROJECTS BEING DELIVERED BY TLP LEARNING SETS.

NORTHERN YOUNG PROFESSIONALS NETWORK

2007 TLP PARTICIPANTS: FIONNA BOURNE, SUSIE BOWER, SAM IBBOTT, KATHERINE MIGUEL, BEN O'DONNELL AND CRAIG PERKINS

Mission: To provide young professionals across all sectors aged 20-40 with personal development and networking opportunities so that they develop a strong attachment with, and connection to, the region and state

Update: As a result of the work of the 2007 TLP Participants the Northern Young Professional Network, now known as NYPN, was established as a sub-committee of the Launceston Chamber of Commerce in November 2009. The NYPN continue to grow and currently boasts nearly 100 members. Now managed by an independent committee, who have just finished their most recent annual plan they aim to grow membership further and solidify their role in the local community. The benefits offered to members of NYPN fall into four main categories; career development, network development, recognition and professional development training

A NEW MINDSET

2008 TLP PARTICIPANTS: MARK MASON, MATT DUROSE, STUART SMITH AND LISA NELSON

Mission: A collaboration with the OzHelp Foundation to develop and pilot a mental health and wellbeing support framework for businesses within the Tasmanian community, in order to improve support for and awareness of the mental health and wellbeing needs of Tasmanian employees.

Update: The end result of a partnership with suicide prevention organisation OzHelp Tasmania Foundation, was the development and production of A New Mindset framework and associated resource kit. The kit, offers a range of strategies designed to build productivity in the workplace and improve support for, and awareness of, the mental health and well-being needs of employers and employees. This project has developed and implemented a subsequent course, Connecting with Mental Health and Wellbeing in the Workplace, a four hour workshop that provides practical skills for individuals to look after themselves and others. A benefit of the project is increased revenue to the Foundation through fee for service activities generated by the framework.

SMART POWER

2009 TLP PARTICIPANTS: JAN BATCHELOR, JENNY EDIS, MEGAN MORSE, COREY PETERSON, NARELLE SMITH, STU WIGGINS, STEVE WILLING

Mission: Energy meters will be installed in low income homes to allow the tenants to make informed decisions about their energy use, change their behaviours and gain some control over their costs. Tenants' energy use and attitudes/ behaviours will be assessed.

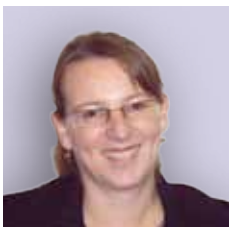
Update: Working in partnership with Housing Tasmania, Sustainable Living Tasmania, Clipsal, Hazell Brothers and Glen Dix Electrical this project has installed 44 metres in low income homes in the Hobart area, including five neighbourhood houses as a way of promoting the project. The Learning Set is currently in the process of obtaining the previous energy use data from Aurora and comparing the energy use at the end of the trial period. Stay tuned for the results.

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 co-facilitating 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. He is currently Chair of the Tasmania *Together* Progress Board.



LOU CLARK

Lou is the Community Relations Specialist at Bell bay Aluminium. Lou started her career in the legal profession in 1991, although quickly transitioned from law into a sales and marketing role in media. She worked for fourteen years for WIN Television in senior positions in sales and marketing, including the position of Launceston Manager for seven years. From 2008-2011 Lou was the Executive Officer of the Launceston Chamber of Commerce.



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.



IAN NELSON

Ian is currently General Manager - Human Resources for Huon Aquaculture Group. Previously, Ian 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.



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.



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)
Global Manager – Workforce
Strategy, Coffey International

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

Stuart Auckland (TLP '09)
Co Director (Rural Health),
University of Tasmania

Jan Batchelor (TLP '09)
Principal Policy Analyst, Department
of Education

Tim Bishop (TLP '07)
Tasmanian Manager / National
Brewing Industry Manager, Ecolab

Fionna Bourne (TLP '08)
Manager (Policy 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

Janet Carty (TLP '09)
Executive Manager Health Transport,
Ambulance Tasmania, Department of
Health and Human Services

Amanda Castray (TLP '09)
Small Business Development
Director, Department of Economic
Development, Tourism and the Arts

Brendan Charles (TLP '09)
IT Service Delivery Manager, Federal
Group

Louise Clark (TLP '09)
Community Relations specialist
Rio Tinto Alcan

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

Jane Crosswell (TLP '09)
State Manager - Tasmania, Australian
Drug Foundation

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

Angela Driver (TLP '09)
General Manager, Junction Arts
Festival

Matt Durose (TLP '08)
Acting Director, eVisitor

Jenny Edis (TLP '09)
Mother of four

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

Maree Fudge (TLP '07)

Liila Hass (TLP '08)
Owner, Liila Hass Naturopathy

Jason Hay (TLP '09)
Operations Manager, Klimate
Solutions

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)
Adviser, Office of the Hon David
O'Byrne MP

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

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

Dion Lester (TLP '09)
Team Leader – Planning &
Environment, pitt&sherry

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

Suzanne Martin (TLP '07)
Veterinarian.

Mark Mason (TLP '08)
SimonMatthews (TLP '09)
Executive Director, Christian Schools
Tasmania

Zach McArthur (TLP '07)
Principal, WHK

Zac McGee (TLP '09)
Production Manager, Spring Bay
Seafoods

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

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

Andrew Moore (TLP '09)
Principal, Roseneath Primary School,
Department of Education

Megan Morse (TLP '09)
Director of Allied & Community
Health Services, Bairnsdale Regional
Health Service

Ian Nelson (TLP '07)
General Manager - Human
Resources, Huon Aquaculture Group

Lisa Nelson (TLP '08)
Strategy Facilitator, Circular Head
and Waratah-Wynyard Councils

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

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

Mark Parssey (TLP '09)
Enterprise Application & Information
Integrator, Department of
Infrastructure, Energy and Resources

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

Corey Peterson (TLP '09)
Sustainability Officer, University of
Tasmania

Stephen Piper (TLP '09)
Regional Business Improvement
Manager, Simplot Australia

Suzanne Purdon (TLP '10)
Project Development Officer,
Murdoch Childrens Research
Institute

John Ralph (TLP '07)
Sales & Marketing Manager, Net Sea
Freight Tasmania

John Ranicar (TLP '08)
Managing Director, Ranicar Pacific
Sherri Ring (TLP '09)
Business Owner/Manager, Energy

Health Concepts
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

Narelle Smith (TLP '09)
State Coordinator Chronic
Conditions Prevention and

Management, Department of Health
and Human Services
Michelle Swallow (TLP '07)
Chief Executive Officer, Mental
Health Council of Tasmania

Andrew Truscott (TLP '10)
Manager Environmental Sustainability,
Ben Lomond Water

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

Ginna Webster (TLP '08)
Director, Community Corrections,

Department of Justice
Stuart Wiggins (TLP '09)
General Manager - Services, Hazell
Bros

Steve Willing (TLP '09)
Coordinator Organisational
Development, Tasmania Fire Service

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

TLP ALUMNI SUB-COMMITTEE REPORT



The TLP Alumni Sub-Committee was established in 2008 with a vision to create opportunities for learning, networking and ongoing community involvement for members of the Tasmanian Leaders Program Alumni.

The major event for 2010 was the annual retreat, which was held in May on the east coast at the White Sands Resort. Approximately 20 graduates attended to participate in a range of professional and leadership development sessions. A highlight was the session facilitated by Christopher John and Michelle Swallow, both graduates of the 2007 program, to provide structured feedback to the Tasmanian Suicide Prevention Strategy. Contributing to future policy development for Tasmania is a key element of our vision for the Alumni.

I would like to formally thank the organising committee for the retreat – Glenn Joyce, Katherine Miguel, Ted Ross and Steve Willing – for doing a great job and setting a benchmark for future events.

The Launceston 'Lunch with a Leader' series continued to be very successful thanks to Andrew Frost, TLP 2007, and a committed group of Alumni who met at the Northern Club to have lunch with influential leaders. Most recently speakers have included: Martin Gilmore, John Kirwan, Brian Wightman, Robert Dobrynski, Peter Gutwein, Joe Gretschmann, Pam Graham, Richard Mulvaney, Jan Davis, Richard Cowling, Tom O'Meara, Don Wing, Robert Wallace, Tony Powel.

The Launceston lunches are also an example of a general member of the Alumni taking on the responsibility of managing an event, without being a part of the sub-committee.

The Hobart *Breakfast of Champions* series was a little more ad hoc, they were however well attended and we were also fortunate to secure engaging and generous speakers. Speakers included Heather Rose, Ashley Huntington and Sarah Henty. I would like to thank Fionna Bourne for working with me to organise these events and for taking on a role in addition to her duties as Secretary.

In October the Alumni facilitated a professional development event in Hobart with Darren Alexander presenting a session on Sales and Negotiation. This was an opportunity to pick up some great tips from a very successful Tasmanian and to network. The sub-committee would like to run at least one professional development session per region per year in the future.

In September the Alumni were pleased to co-sponsor a cocktail event in Launceston to formally welcome TLP4. This continued a strategy of early engagement with the graduating year group that commences with sub-committee members presenting a session at the mid-year retreat on the role of the Alumni. I would like to thank Brian Lewis and Gillian Biscoe for facilitating this process and TLP4 for making Fionna and I feel very welcome. This early engagement with the current program is very important to ensure they have a clear understanding of the role and vision of the Alumni and I hope it continues into future years.

The key to the success of the sub-committee is to facilitate opportunities for all Alumni to continue the TLP journey and to provide financial members with value for money. There is a lot to feel positive about at the moment with strong engagement with TLP4, a good response to the call for subscriptions and a strong commitment from members wishing to nominate for sub-committee membership this year.

GINNA WEBSTER
Chair, TLP Sub-Committee

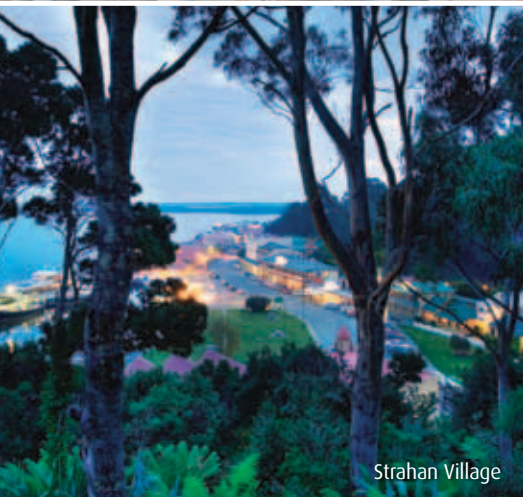
Tasmania, one amazing island seven unique properties



The Henry Jones Art Hotel



Wrest Point



Strahan Village



Freycinet Lodge



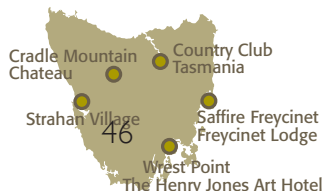
Saffire Freycinet



Country Club Tasmania



Cradle Mountain Chateau



Federal Group Tasmania proudly supports the Tasmanian Leaders Program in the vision of developing the State's emerging leaders.

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



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PROGRAM PARTNERS

For financial or other support at the Program Partner level



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CCAMLR

SERS Sheet Metal

Parliament House

New Life Industries

Training Opportunities & Options for Learning

Design Centre Tasmania

Cement Australia

Risdon Vale Neighbourhood House

Haulmax

Fairbrother Construction & Joinery

Gunns Nursery

Josef Cromy Wines

THE MAJOR FUNDER OF SKILLSBANK



THANK YOU

TASMANIAN LEADERS WISH TO THANK THE FOLLOWING FOR THEIR WORK AND SUPPORT IN 2010.

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Clarendon Vale Neighbourhood Centre
Department of Families, Housing, Community Services and Indigenous Affairs
Department of Health and Human Services
Department of Infrastructure, Energy and Resources
Fairbrother Group
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Simplot Australia
Sims Metal Management
Speedfox Consultancy
Tasmanian Early Years Foundation
The Paper Shed
University of Tasmania
Work & Training

SKILLSBANK STEERING COMMITTEE

Sarah Henty, Skillsbank Co-ordinator, Tasmanian Leaders
Elizabeth Jack, Deputy Secretary, Department of Economic Development, Tourism & the Arts
Kate Groom, Principal, Groom Consulting
Steve Willing (TLP '09), Coordinator Organisational Development, Tasmania Fire Service

TLP ALUMNI SUB-COMMITTEE

Ginna Webster (TLP '08), Chair
Fionna Bourne (TLP '08), Secretary
Ted Ross (TLP '08), Treasurer
Jane Crosswell (TLP '09), Communications Officer
Steve Willing (TLP '09)
Louise Mills (TLP '07)
Katherine Miguel (TLP '08)



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