TASMANIAN LEADERS YEARBOOK 2011







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Designed by





Richard Crawford, Co-Founder Henry Jones Art Hotel, presenting 'Leaders as Custodians of a Brand', Friday October 14.

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.



2011 GRADUATES AT THE QUEEN VICTORIA MUSEUM AND ART GALLERY, SATURDAY APRIL 16 L-R RUTH FORREST, PHILLIP DEWIS, POPPY FAY, GUY ROBERTSON AND JO TUBB.

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.



POPPY FAY AND SIMON CHANDLER AT PARLIAMENT HOUSE, FRIDAY MARCH Y.

ABOUT TASMANIAN LEADERS

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



ABOUT THE TASMANIAN LEADERS PROGRAM The inaugural Tasmanian Leaders Program was offered in 2007 and since then each program has exceeded the

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.

INC.

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 ONGOING COMMUNITY PARTICIPATION

MESSAGE FROM THE CHAIR



2011 saw us deliver our fifth Tasmanian Leaders Program and while the basic structure remains similar to other years, the program content, once again, was unique and tailored to critical issues relevant to Tasmania's future (as at 2011), as well as to the 2011 group of participants. New speakers, changed topics, varied professional development, diverse venues and different panels are always a feature of each year's TLP. This keeps the program fresh and relevant, however it makes organising the annual program, resource intensive.

In recruiting for the 2011 program, we were thrilled to receive the highest number of enquiries, highest number of people attending information sessions and the highest number of applications that we had ever received for the TLP. We continued to strengthen the programs geographical diversity and saw even stronger interest again from the North-West Coast.

The TLP, in many ways, is a challenging program to undertake. The program days are long and concentrated and frequently involve lengthy travel before and after the sessions. The personal and professional development sessions stretch the participants and can also be confronting; the group work is time consuming and often intense; and the action learning and participatory philosophy means that participants are expected to be actively engaged at all times. I would like to commend not only the participants in completing the program but also their partners and family, their sponsors and employers. Congratulations!

2011 has also been another very busy year for Tasmanian Leaders Inc. We welcomed a new General Manager - TLP graduate Angela Driver; opened our Launceston Office; launched Skillsbank and attracted some funding support for three years from the philanthropic organisation the WD Booth Charitable Trust; said farewell to our Skillsbank coordinator Sarah Henty while she went on maternity leave and welcomed Natalie Hayes to take the Skillsbank reigns; developed and launched a new website and communications platform; and established, in conjunction with KPMG, a whole new set of processes (including our own accounting system), for our finance and book keeping. I would like to thank TLP graduate and KPMG Manager, Sam Horsman, for all his work guiding us through this transition and to KPMG for their generosity in enabling this.

We were also very appreciative this year 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). We thank the Government for its key funding and also the Department for the many ways in which it supports TLI and the TLP and the assistance it has given throughout the transition.

I mentioned that we officially launched Skillsbank and let me say how pleased we are to have this exciting initiative, matching the exceptional skills of our graduates with some of the over 5,000 Tasmanian community organisations, underway. Thanks again to 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. It was particularly appropriate that the launch was part of the Alumni Congress in Launceston and we thank the Alumni as well as our guest speakers Jean Paul from Leaders for Geelong and our key-note speaker Jacqueline Pascarl who thoroughly inspired and challenged all who attended.

To get us to the completion of our fifth program has involved a tremendous amount of work from many people. First and foremost, our dedicated Board, who each donate a large amount of their 'spare time'. They all contribute enormously towards the program's success as well as to the strategy, operation and governance of our organisation.

The expert facilitation of Brian Lewis and Gillian Biscoe has made another outstanding program possible. We thank them both for another year's extraordinary involvement and for their skill, huge generosity and commitment.

With all the changes in 2011, there were bound to be many challenges and overcoming these would not have been possible without the huge time and effort of our Deputy Chair, Anthea Pritchard. Thank you once again to Anthea for all that she manages to do for our organisation notwithstanding her demanding job, heavy work-load and busy travel schedule.

Thank you also to our other Board members Bob Campbell, Liz Jack, Ian Nelson and Lou Clark all of whom contributed extensively over 2011. Unfortunately Ian Nelson's term concluded during the year and we thank him for all his contributions over the three years that he has a member of the TLI Board. Ginna Webster, the chair of the TLP Alumni for a few years, replaced Ian in 2011 and the Board is delighted to welcome Ginna to this position and looks forward to working with her:

2011 has once again seen the involvement and impact of our exceptional group of Leadership Champions. These business and community leaders have helped the participants, Alumni and TLI in so many ways and we thank them all for their on-going support.

I mentioned that Angela Driver joined us at the beginning of 2011 and let me take this opportunity to thank her

on behalf of all the TLI stakeholders for all her hard work and many achievements over the year including a number of new financial partners, a new website and a host of other improvements.

Last and certainly not least, we thank the financial sponsors of Tasmanian Leaders, without whose support, the program certainly would not be possible:

When we presented the TLP proposal to the then Premier, Paul Lennon, back in 2004, we explained that the smaller corporate base in Tasmania meant that we needed the Government's funding to get the program started and also envisaged that its on-going support would be required. We have been thrilled by the broadening of our support base over the years which has enabled the Tasmanian Government to reduce its contribution both in real terms and proportionately, over the years. However, the Government remains our most significant funder and we thank them again and also the DEDTA specifically, for their vital on-going support.

A huge thank you, also, to our two major cash sponsors, pitt&sherry and the three water boards – Ben Lomond Water, Cradle Mountain Water and Southern Water. Their financial support and involvement in the program has been a tremendous boost to our organisation and the program in particular.

Thank you to the Federal Group which has, once again, provided excellent facilities and significant financial support for our Residentials and accommodation for

guest speakers at some of our Linking Sessions. We were also very pleased this year to welcome Federal's CEO, Greg Farrell as a panellist at a Linking Session on Tasmania's brand and impact on our economy. Thank you also to WIN Television which joined us as a major sponsor three years ago and has helped raise our profile each year with the Tasmanian Leaders advertisements during our recruitment period.

2011 saw us welcome a number of new program partners. I mentioned KPMG earlier and I would also like to thank the Launceston Chamber of Commerce and Regional Development Australia – Tasmania for sharing some of their fantastic office space with TLI in Launceston this year. Thank you too, to the Department of Foreign Affairs and Trade which has again provided some financial support and assisted us with guest speakers.

As I mentioned earlier, completing the TLP is a great achievement. It also marks the early stages of each participant's future leadership journey. We trust the program has better equipped each participant to choose their path and has also introduced them to many people who will inspire and help them navigate that journey. We look forward to staying in touch and hearing all about their exciting times ahead.

JOHN PERRY Chair, Tasmanian Leaders Inc.

2011 PARTICIPANTS AT HARVEST MOON, FORTH VALLEY, FRIDAY MAY 12



REFLECTIONS ON THE TLP JOURNEY BY DEAN MUNDEY

2011 PARTICIPANT DEAN MUNDEY SHARED HIS JOURNEY WITH THE TASMANIAN LEADERS PROGRAM AT THE NORTHERN NETWORKING EVENT ON AUGUST 19, 2011. BELOW IS A COPY OF HIS SPEECH, PRODUCED WITH DEAN'S KIND PERMISSION.

Thanks Jo and thanks also to David. Without the support of UTAS, and David in particular, I wouldn't be here tonight.

But in fact, it's thanks to an alumnus of TLP that I'm really here. Back in 2009 Meg Archer, whom I worked closely with at the time, asked me to read through her application for the Tasmanian Leaders Program, a program which I must admit I'd never heard of during my then two and a half years in Tasmania. Meg had put together a strong application, so there wasn't much for me to say, but what I recall thinking was "This is a great program for Meg – just perfect – but there's absolutely no way I'd do something like that, I'm not a leader!" – my vision of a leader being so clichéd that I'm too embarrassed to share it with you.

Throughout her year in the program Meg would regale me with stories about what she was doing with TLP. I was always keen to hear what she had to share, but was very surprised when one day she said, "You should apply" and I found myself instinctively and immediately saying, "OK, yes, I will".

Only a few months before I had moved to my current job, a role that I had taken as I was increasingly underwhelmed by my work life and felt the need to 'lift the stakes' and start learning again. Working with the 2IC in an organisation as large as UTAS certainly did lift the stakes and I still spend every day learning. What was unexpected – and fascinated, sometimes amused and often terrified me – was that I suddenly found I had influence. What I didn't necessarily have was the confidence to use that influence, to realise its potential.

Given this context it's probably not surprising that I instinctively said, "Yes" to Meg's suggestion that I apply for TLP.

I recently read of some neuropsychology research which shows that if we listen to our intuition we are more likely to make the best choice when dealing with complex decisions. Undoubtedly choosing to do TLP is a complex decision, weighing up the perceived benefits alongside time commitments, financial investment, family and work demands, and the trepidation that something new can bring. My intuition has served me well in this case – as TLP is helping me to realise the potential my new position offered. It's also helped me to make a commitment to Tasmania by learning more about this remarkable place, and it's extended my relationships outside the relatively small reach of my social and work life.

Let me quickly recount to you some of the most significant experiences I've had so far this year: hearing David O'Byrne's leadership story, and seeing the person behind the politician; having the chance to question Jeff Kennett, one of the most self-assured people I've ever met; being overcome by emotion when hearing of Jacqueline Pascarl's humanitarian work and then sharing a table with her at dinner; stepping inside North West Coast businesses and having my perceptions turned inside out; having an intimate chat with a transgender sheep shearer from Mole Creek; attending the residentials at Strahan Village and Freycinet Lodge and getting to know everyone better, including myself; having to confront some of the less attractive aspects of my personality while at Freycinet; and most confronting, moving, confusing and inspiring of all: our trip to Risdon Prison.

More generally, it's finding myself being interested, even excited, by topics that I would never choose to engage with previously. It's also the personal, often one on one, interaction we get to have with all sorts of people who do all sorts of things.

I can't really stand up here now, a little over half way through the program and say what TLP's done for me. I'm enjoying the flurries of potential that arise from the experiences we're having, the stories we're hearing and the things that we're learning, while letting it all sift through me. One thing it has done, however, is help me feel far more comfortable and confident in exploring what it means to have influence – in many regards, this makes me feel like a new person.

Anyhow, speculating about what it's done for me is only part of the story, given the community projects we're undertaking, our opportunity to contribute to community organisations through the TLP Skillsbank, and the strong commitment of TLP to make a difference to Tasmania and Tasmanians. Beyond all the learnings and experiences, I can't help feel that it's the relationships that we're making and the latent potential these afford the Tasmanian community that are going to be the most important legacy of all.

Personally, I just know that something good is going to happen, and while, as Peter Ellyard made clear this afternoon, the future is uncertain, challenging and exciting, TLP is helping us to step into this uncertainty. And that is what leadership is all about. Rather than the clichés I'd previously tarred it with, leadership is – to me, at least – this art of acting in uncertainty and taking others with you. And that's something I'm really interested in.

So thanks again to my employer David Rich for the opportunity to undertake the TLP, to TLI for making all this happen, to the other employers for believing in the program and supporting my fellow participants, so many of whom are becoming great friends.

Thanks also to the partners and other supporters of TLP who make this extraordinary experience possible:









State Government for their investment in TLP; our major partners: Pure Tasmania, WIN Television, pitt&sherry, Southern Water, Ben Lomond Water and Cradle Mountain Water; our supporting partners: KPMG, Regional Development Australia (Tasmania), Launceston Chamber of Commerce, Department of Foreign Affairs and Trade, and CPR. And also the Tasmanian Community Fund for supporting Skillsbank.

And finally, thanks to Meg Archer – by sharing your story you've made an enormous difference to me and it's why I'm so happy to be up here sharing my story with all of you.Thank you.

DEAN MUNDEY Executive Officer Office of the Provost University of Tasmania





TLP 2011 PROGRAM

THE 2011 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 3 — Sunday 6 February
Mid-year Residential	Freycinet Lodge, Coles Bay	Friday 15 – Sunday 17 July
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 9 – Sunday II December

LINKING SESSIONS

GOVERNANCE	FRIDAY 4 AND SATURDAY 5 MARCH, 2011 Parliament House, Hobart
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Governance in Tasmania, 2011	Mark Thomas Senior Advisor, CPR	Facilitator
	Elise Archer Liberal Member for Denison, Tasmanian Liberals	Panellist
	Helen Burnet Deputy Lord Mayor, Hobart City Council	Panellist
	Jim Wilkinson Independent Member for Nelson	Panellist
Leadership – the ethical perspective	Natasha Cica Director, Inglis Clark Centre for Civil Society, University of Tasmania	Presenter
Leadership styles	Steve Willing Coordinator Organisational Development, Tasmania Fire Service	Presenter
Public speaking: tips and tricks	Jonathon McComb Toast Masters	Presenter
Reception in President's Rooms with Tasmanian Leaders Inc. board members	Sue Smith President, Legislative Council	Host
Remember to make a difference: values based leadership	David O'Byrne Minister for Infrastructure, Workplace Relations, Economic Development, Science and Technology	Presenter
Tasmania Together – the community's plan for 2020	Sakura Oddie Project Officer (Benchmarking), Tasmania <i>Together</i>	Presenter
	Louise Sullivan Board Member, Tasmania Together	Presenter
The role of debate and dissent in public	Russell Pearce Deputy CEO, Integrity Commission	Panellist
service	Simon Allston Ombudsman and Health Complaints Commissioner, Office of the Ombudsman and Health Complaints Commissioner	Panellist
	David O'Byrne Minister for Infrastructure, Workplace Relations, Economic Development, Science and Technology	Panellist
	Alexandra de Blas Principal, de Blas Communications	Panellist
	David Obendorf Veterinarian	Panellist
Would you, could you, should you join a board?	Julie Garland McLellan Non Executive Director and Board Consultant	Presenter

ECONOMY FRIDAY 15 AND SATURDAY 16 APRIL, 2011 Queen Victoria Museum and Art Gallery, Inveresk

	TORDAT TO ATRIE, 2011 Queen victoria Fluseutti and Art Ga	liei y, li ivei esk
Agri–food futures in Tasmania: collaborative business models	Tony McCall Senior Research Fellow, Institute for Regional Development (IRD), University of Tasmania	Presenter
Commercialising social enterprises and social IDEAS	Polly McGee Senior Lecturer in Commercialisation and Entrepreneurship, University of Tasmania	Presenter
Leadership story	Jeff Kennett AC	Presenter
Leadership for a sustainable Tasmanian economy	Kim Houghton Director, Strategic Economic Solutions	Presenter
Site visit to Aurora Stadium	Robert Groenewegen Manager, Inveresk and Aurora Stadium	Guide
The Australia of tomorrow	John Daley CEO, Grattan Institute	Presenter
The change toolbox	Owen Tilbury Business Growth Facilitator, WHK Business Growth	Presenter
The role of government in economic development	Amanda Castray Small Business Development Director, Department of Economic Development, Tourism and the Arts	Facilitator
	Calton Frame Corporate Relations and Sustainability Manager, Gunns Ltd	Panellist
	Joanna Orr CEO, Work and Training	Panellist
	Craig Perkins CEO, Regional Development Australia (Tasmania)	Panellist
	Robert Wallace Chief Executive, Tasmanian Chamber of Commerce and Industry	Panellist
The Tasmanian economy – challenges and opportunities	Mark Bowles Chief Economist, Tasmanian Chamber of Commerce and Industry	Presenter
Trade policy and perspectives and Tasmania's export performance	Edward Sulikowski Director, Department of Foreign Affairs and Trade	Presenter

BUSINESS AND INNOVATION THURSDAY 12 AND FRIDAY 13 MAY, 2011

North West Coast of Tasmania		
Business and Innovation on the NWC	Jason Purdie Editor, The Advocate	Panellist
	Penelope Dodd Founder and Project Manager, Produce to the People	Panellist
	Lara Hendriks Regional Manager, Department of Economic Development, Tourism and the Arts	Panellist
	Roger Jaensch Executive Chairman, Cradle Coast Authority	Panellist
Leadership story	Jacqueline Pascarl Social Entrepreneur, Operation Angel	Presenter
Leadership story and site tour	Lee Whiteley Managing Director, Southern Prospect	Presenter
Leadership story and site tour	Royce Fairbrother Chairman, Fairbrother Group	Presenter
North West Coast: an overview	Janelle Allison Director, Institute for Regional Development, University of Tasmania, Cradle Coast Campus	Presenter
Site tour Botanical Resources Australia	Matthew Greenhill Operations Manager, Botanical Resources Australia	Guide
Site tour Harvest Moon	Neil Armstrong Managing Director, Harvest Moon	Guide
	Simon Drum Senior Manager, Harvest Moon	Guide
	Mark Kable Agricultural Director, Harvest Moon	Guide
Site tour Haulmax	Bob Calvert Global Marketing Manager, Haulmax	Guide
Site tour Hellyers Road Distillery	Mark Littler General Manager, Betta Milk Co–operative Society Ltd	Guide

COMMUNITY FRIDAY 24 AN	ID SATURDAY 25 JUNE, 2011 Gagebrook Community Centre	, Gagebrook
Community safety – offenders, victims and sentencing	Ginna Webster Director Community Corrections, Department of Justice	Facilitator
	Michael Hill Tasmania's Chief Magistrate	Panellist
	Simon Paul Coordinator, Clarendon Vale Neighbourhood Centre Inc.	Panellist
	Debra Rabe Manager Victim Support Services, Department of Justice	Panellist
	Glen Woolley Officer–in–Charge, Hobart Division – Tasmania Police	Panellist
Dinner with Loui's Van	Janelle Kava Loui's Van, St Vincent de Paul	Host
Leadership story	Janis McKenna CEO, Carers Tas	Presenter
	David Sadler Director, HSE Australia Pacific Barrick Gold	Presenter
Site visit to Risdon Prison	Robert Bonde Acting Assistant Director of Prisons, Department of Justice	Guide
	Jo Maxfield General Manager, Risdon Prison Complex, Department of Justice	Guide
	Robert McCafferty Correctional Manager, Tasmania Prison Service, Department of Justice	Guide
	Greg Partridge Acting Director of Prisons, Department of Justice	Guide
Social inclusion – trends and strategies	David Adams Professor Management and Innovation, University of Tasmania	Presenter
Social responsibility – whose responsibility?	Rob Woolley Owner, Tasmanian Pure Foods Ltd	Presenter
	Stuart Foster Social Program Secretary, Salvation Army	Presenter
Speaker at dinner with Loui's Van	Pat Burton Food Program Manager – Tasmania, Second Bite	Dinner Guest
The science of flourishing: A helicopter view of the science of happiness	Katherine Street Coach, Trainer and Facilitator, People Flourishing	Presenter
World café — personal stories from different communities	Leonie Dickson Aboriginal Health Liaison Officer, Department of Health and Human Services	Panellist
	Kiros Hiruy PhD Candidate, Institute for Regional Development	Panellist
	Sharon Jones Educator/Counsellor, Working It Out	Panellist
	Lucy Lester Personal Helpers and Mentors, Anglicare	Panellist

TECHNOLOGY FRIDAY 19 AND SATURDAY 20 AUGUST, 2011 University of Tasmania, Newnham

Augmented reality in action – tour of HIT Lab (Human Interface Technology)	Julia Mollison Executive Assistant, School of Computing and Information Systems	Guide
	Mark Zasadny Lecturer and Senior Facilitator Simulation, University of Tasmania	Guide
Implications of the NBN for Tasmania	Darren Alexander CEO, Autech	Presenter
Media training	Becher Townshend Managing Director, Font PR	Presenter
	Callan Paske Consultant, Font PR	Presenter
National Broadband and the Digital Economy	Reid Elliot Assistant Director, Broadband, Communications and Digital Economy	Presenter
Site visit to the School of Nursing Simulation Laboratory	Nigel Chong Lecturer – Manager of Simulation Operations and Development, University of Tasmania	Guide
The future effects of technology	Kim Foss Manager, VET Strategies and Product Development, The Skills Institute	Facilitator
	Terry Hannan Clinical Associate Professor, School of Human Health Sciences, University of Tasmania	Panellist
	John McGee Director Digital Futures, Strategy, Enterprise and Regional Communities Division	Panellist

	Luke Manhood Detective Senior Sergeant, Fraud and e–Crime Investigation Services, Tasmania Police	Panellist
What will Tasmania look like 50 years from now?	Peter Ellyard Futurist and Professional Speaker	Presenter
Leadership story	Greg McCann Managing Director, Excentor	Presenter

	Y 23 AND SATURDAY 24 SEPTEMBER, 2011 Entura	
(Hydro Tasmania Building) Cambridge a		
Debate: Sustainability is about best	Jim McCormack Director, Whetstone Pty Ltd	Affirmative
practice not innovation	Helen Norrie Lecturer, School of Architecture and Design, University of Tasmania	Affirmative
	Greg Barns Barrister, Writer and Company Director	Affirmative
	Leon Compton Presenter, ABC Radio	Compere
	Ian Dunbabin Executive Manager, Service Delivery, Southern Water	Negative
	Phil Harrington Principal Consultant, Climate Change, pitt&sherry	Negative
	Jonathon West Professor and Founding Director, Australian Innovation Research Centre	Negative
Economic vs. Environmental vs. Social Sustainability – are they mutually exclusive?	Todd Houstein Executive Officer, Sustainable Living Tasmania	Facilitator
	Chris Harries Environmental and Social Advocate	Panellist
	Tony Westmore Policy Analyst, Australian Council of Social Service	Panellist
	Elaine Stratford Professor of Economics, School of Geography and Environmental Studies, University of Tasmania	Panellist
Enneagram workshop	Michael Field AC	Facilitator
Sustainability energy in Tasmania	Evangelista Albertini ChiefTechnical and Operations Officer, Hydro Tasmania	Presenter
Sustainability lessons from Antarctica	Tony Press CEO, Antarctic Climate and Ecosystems Co-operative Research Centre	Presenter
Sustainability: an overview and its application to modern business	John Pitt CEO, pitt&sherry	Presenter
Tasmania into the future – a sustainable environment?	John Lord Chairman, Tasmanian Irrigation Pty Ltd	Presenter

BRANDING FRIDAY 14 AND SATURDAY 15 OCTOBER, 2011

School of Architecture and Design, University of Tasmania, Inveresk			
Branding and the Tasmanian economy	Roisin McCann Presenter, ABC Radio	Facilitator	
	David Byard Tasmanian Farmers and Graziers Association	Panellist	
	Sinclair Davidson Professor of Economics, RMIT University	Panellist	
	Greg Farrell Managing Director, Federal Group	Panellist	
	Lara Giddings Premier, Tasmanian Labour Party	Panellist	
	Terry Long CEO, Minerals Council	Panellist	
Ethics: authenticity and brand damage	Rick Marton Brand Engagement Specialist, Effectively Natural	Presenter	
History of the Tasmanian brand	Bob Rutherford Deputy Secretary (Energy and Resources), Department of Infrastructure, Energy and Resources	Presenter	

ls Tasmania's brand sick? How do we get better?	Anthea Pritchard Group Marketing and Sales Executive, Blundstone	Facilitator
	Ken Jeffreys Corporate Relations and Tourism Manager, Forestry Tasmania	Panellist
	Nathan Males Founder and Former CEO, Tasmanian Land Conservancy	Panellist
	Kim Seagram Partner/Marketing Manager, Stillwater and Black Cow	Panellist
	Will Hodgman Tasmanian Leader of the Opposition, Tasmanian Liberals	Panellist
Leaders as custodians of a brand	Richard Crawford Co-Founder, Henry Jones Art Hotel	Presenter
Leadership story and case study: King Island Dairy	Helen Waterworth General Manager, Helen Waterworth Enterprises	Presenter
Performance management – inspiring peak performance	Sally Dark Director Consulting, KPMG	Presenter

CREATIVITY, CULTURE AND PROSPERITY FRIDAY 18 AND SATURDAY 19

NOVEMBER, 2011 Terrapin Rehears	sal Room, Salamanca Arts Centre and Backspace Theatre, Hobart	
Applying creativity to business strategy and career planning	Josh Nester Head of Strategy,THINK: Education Group	Presenter
Creative organisational culture	Liz Jack Deputy Secretary, Department of Economic Development, Tourism and the Arts	Facilitator
	Paul Adams Director, Advisory, KPMG – Hobart	Presenter
	Jill Currey Manager, Organisational Learning, University of Tasmania	Presenter
Creativity in education and the workforce of the future	Jan Batchelor Manager State and National Programs, Department of Education	Facilitator
	John Armstrong Philosopher-in-Residence, Melbourne Business School	Panellist
	Mark Prichard Big Picture School	Panellist
	Martin Rees Partner, KPMG – Launceston	Panellist
	Leigh Tesch Arts and Health Consultant, Facilitator and Evaluator	Panellist
History and ritual of creativity	Neil Cameron Theatre Director, Author, Teacher and Consultant	Presenter
Humour in the work place	Daryl Peebles Senior Communications Consultant, Corporate Communications, Department of Economic Development, Tourism and the Arts	Presenter
ls creativity and culture the luxury of a prosperous society?	Maree Fudge Partner, RDS Partners	Facilitator
	Richard Dowling Senior Economic Advisor, Tasmanian Premier/Treasurer	Panellist
	Jeff Malpas Professor of Philosophy, University of Tasmania	Panellist
	Ian Pidd Artistic Director, Junction Arts Festival	Panellist
Leadership story	Bernadette Black Founding Director, Brave Foundation	Presenter
Making place – Pechu Kucha	Ross Honeywill NEO Consulting	Facilitator
	Jane Bennett Independent Consultant and Non Executive Director	Panellist
	Peter Poulet Tasmanian State Architect	Panellist
	Angela Frost Community Cultural Development Worker	Panellist
	Paul Muller Research Associate, Australian Innovation Research Centre	Panellist
Tasmania and the NEO economy	Ross Honeywill NEO Consulting	Presenter

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TLP 2011 GRADUATES

lan ADAMS

Southern Cross Care (Tas) Inc. CHIEF OPERATING OFFICER

lan considers himself very fortunate, proud and somewhat lucky, to have been able to remain in Tasmania and has had many opportunities, with support from his family and employers, for personal and professional development. Completing the TLP has enabled him to continue along this path. After being employed in various roles within different industries, lan developed a clear preference for working with people in service orientated industries. This, together with his desire to remain within Tasmania, led him to his current role within Southern Cross Care (SCC). SCC is Tasmania's largest aged care provider; providing community care services, independent living options and residential care across Tasmania. His role involves the management of the state-wide service aspects of the business, overseeing finance, IT, maintenance, catering and other corporate services. This provides a great deal of variety (and challenge) within his role on a day-to-day basis, as the organisation aims to provide, improve and grow the services and facilities it offers to the Tasmanian community.

There are many words and terms I would use to describe the TLP experience, of which challenging, thought-provoking and enlightening immediately jump to mind. However, the greatest benefit I obtained was the professional networking and exposure to businesses that I otherwise would not have had the chance to meet or visit. While I totally underestimated the commitment the program would require (time-wise, intellectually and emotionally) the benefits gained will be long remembered and valued, whereas the former is already behind me. The highlight for me was definitely the people - the participants, presenters, and those people who opened their doors to us during the year. It will be from these new connections and what I learned from them that I anticipate will guide and support me into the future, wherever that may be.

While it may be some time before I fully realise the benefits gained by completing the program, the immediate benefit has been the growth in my personal perspective, the opening of my eyes and mind to different aspects of and within the community, and the ideas I have gained from this. I have also developed a number of strong relationships with other program participants who provided much needed support to me during and subsequent to completing the program. While I have no idea of where I will journey into the future, the TLP has reinforced my commitment to Tasmania, and my belief that we as a State have the knowledge and resources to overcome current and future hurdles that will be placed in our way. I know I will be doing my bit to ensure the lives of those I impact upon are improved and that my children get the same opportunities (or more) that I did.

"TLP HAS REINFORCED MY COMMITMENT TO TASMANIA, AND MY BELIEF THAT WE AS A STATE HAVE THE KNOWLEDGE AND RESOURCES TO OVERCOME CURRENT AND FUTURE HURDLES."



Lucy BYRNE

Active Launceston Manager

UNIVERSITY OF TASMANIA

After growing up in rural Tasmania, Lucy Byrne moved to Victoria to study Recreation Management at Victoria University. She graduated in 2000 with the Parks and Leisure Australia award for 'Student of Excellence'. In 2008, following experiences at the Melbourne Sports and Aquatic Centre, Melbourne Juvenile Justice Centre, Freycinet Lodge, Launceston City Council and TAFE Tasmania, Lucy was offered a position with the University of Tasmania to develop and manage a highly successful community driven project – Active Launceston. In 2009 Lucy was awarded the 'Vice Chancellor's Award for Outstanding Community Engagement' for her work with the Active Launceston project. Lucy also consults in the areas of strategic recreation and leisure planning, event management, health promotion and community wide physical activity program development.

The 2011 Tasmanian Leaders program has been an amazing and life changing experience. The main reason I was initially attracted to this program was the possible learnings that could be derived from areas outside my industry. I have thoroughly enjoyed all aspects of the program: from the leadership and management theory presented at the Residentials, through to the knowledge gained on the wide range of topics offered at the monthly Linking Sessions, and of course the inspiring leadership stories. The networks and professional connections I have made have been incredible and far more diverse than I could have imagined. One of the most valuable components of the program is the lifelong friendships I have developed along the way.

Tasmania is such a special place to live and work and I am now, as always, committed to its ongoing improvement. I am certain that the experiences gained through the Tasmanian Leaders Program will have an effect on the level on which I give back to the Tasmanian community in years to come, and will most definitely shape the way in which I develop my career. TLP has provided a safe space for much personal and professional reflection for me and, as such, I have been honoured to be included in such a fantastic program. I AM CERTAIN THAT THE EXPERIENCES GAINED THROUGH THE TASMANIAN LEADERS PROGRAM WILL HAVE AN EFFECT ON THE LEVEL AT WHICH I GIVE BACK TO THE TASMANIAN COMMUNITY IN YEARS TO COME, AND WILL MOST DEFINITELY SHAPE THE WAY IN WHICH I DEVELOP MY CAREER.

SIMON CHANDLER

Simon CHANDLER

Acting GM, Freight Services

TASRAIL

(Formerly Electrical Projects Manager, TYCO TAMAR)

Simon Chandler best describes himself as an enthusiastic asset manager with experience in both the power and rail industries. He holds a degree in Electrical Power Engineering and a Graduate Certificate in Maintenance Management. He has also held a variety of positions in business management. For many years he has volunteered his time to rail preservation societies within the state and for the last three years has been an active volunteer firefighter with the Perth Fire Brigade. He is passionate about his family, his model trains and his collection of early Holden automobiles.

Looking back over the program, I am still amazed by the breadth and depth of experiences I have had and the people I have met. I have a new-found respect and admiration for the many talented people who make this state the wonderful place that it is. The notable highlights for me were meeting many of our influential political and civic leaders, whom I normally would not have the chance to meet; and also visiting a number of Tasmania's innovative businesses. The most unexpected part of the program for me was the opportunity for deep personal reflection, allowing me to challenge a number of beliefs I had about who I am and what I want to achieve in my life.

Since participating in the program I have found a new spark of enthusiasm to continue to make a difference in my community. The leadership techniques that we have been exposed to throughout the year have certainly helped me to better understand who I am as a leader, what my strengths and weaknesses are, and how I can change to be more effective. The friendships and networks that I have developed will provide opportunities to draw on a variety of skills to facilitate change in my workplace, in both a paid and volunteer capacity.

SINCE PARTICIPATING IN THE PROGRAM I HAVE FOUND A NEW SPARK OF ENTHUSIASM TO CONTINUE TO MAKE A DIFFERENCE IN MY COMMUNITY.



Amanda DALY

Senior Analyst, Policy and Research

TASMANIAN DEPARTMENT OF HEALTH AND HUMAN SERVICES

Amanda Daly has worked for the Tasmanian Department of Health and Human Services in various health and social policy roles since 2003. Her main policy interests include collaborative governance, population, health and wellbeing, and health services sustainability. Amanda holds a Bachelor of Arts (Hons.) and Master of Public Policy from the University of Tasmania, where she was admitted to the Dean's Role of Excellence and Golden Key International Honor Society in recognition of her outstanding academic achievement.

I believe the Tasmanian Leaders Program offers a unique opportunity for personal growth and development that is simply not available in the workplace or other management and leadership programs. When I began the program, I hoped that it would expose me to issues outside of my own field, to new ideas and ways of thinking, and to contemporary leadership and management theory. The program has met these expectations and more. Linking Sessions on the topics of 'community' and 'sustainability' were absolute highlights for me, as they allowed me to consider the broader impact of the work I do in health and human services. I would recommend the program to anyone seeking to broaden their skill set and contribute more effectively to their workplace and community.

The Tasmanian Leaders Program has helped me to become more effective in my role and to improve the contribution I make to health and social policy. I now have a better understanding of how I can 'step-up' and contribute more positively to my workplace – both now and in the future. I also have a renewed sense of enthusiasm, resilience and ability to overcome obstacles. This type of succession training will better equip my organisation to manage the many challenges it will face in the future. In the next few years, I hope to take greater initiative in my work and to help motivate those around me. I want to set a positive example to my peers and other young people in the workplace.



I ALSO HAVE A
 RENEWED SENSE OF
 ENTHUSIASM, RESILIENCE
 AND ABILITY TO OVERCOME
 OBSTACLES.



** THE ACCESS TO LEADING PROFESSIONALS IN SO MANY AREAS IS SECOND TO NONE. **



Phillip DEWIS

Group Business Development Executive

BLUNDSTONE

Phil Dewis is a passionate Tasmanian who believes strongly that this island state has a great future. He is married with two young sons and they all enjoy the Tasmanian outdoors as a family. Phil is the Group Business Development Executive at Blundstone Footwear. This is a dynamic role within the company that is focused on long term growth and development of new markets. Currently Phil is managing the launch of a new school shoe range and a men's casual range in 2012. He is also scoping out some new market opportunities for the company within Australia and overseas. He is a senior member of the management team at Blundstone and is involved at all levels of strategic planning. Phil is a passionate business professional and leader who uses his endless enthusiasm to achieve results. Phil has comprehensive knowledge of both the retail and wholesale business environments within Australia. His natural flair for marketing ensures his concepts and plans stand out.

My experience through the TLP in 2011 has been one of the best of my life. The friendships and relationships that I have made have been amazing from both a professional and personal aspect. My TLP experience has provided me with a team of people who can offer me feedback or a professional view from a different angle. This is one of the many unexpected returns from the program. The level of trust within our group is quite amazing and I have never experienced that from a course before. The access to leading professionals in so many areas is second to none. The year was both thought-provoking and educational. TLP has a great structure and enlightening content, but it is the participants who make it work.

TLP 2011 has allowed me to re-establish personal and professional goals for the next few years. The course has armed me with many new tools that will help me achieve these. One of the biggest revelations that I have taken from the program is "It's up to me to change if I want change". This thought has enabled me to look at many areas in my life differently and I know it will enable me to be more successful. The many topics covered in the program have inspired me to be more active about community issues. These include bike access in the Hobart area and a concept around helping neighbourhoods be more inclusive of each other and using their resources to support each other better by focusing on one street at a time.

Poppy FAY

School Executive Officer

SCHOOL OF ARCHITECTURE & DESIGN, UNIVERSITY OF TASMANIA

Poppy Fay holds a Bachelor of Arts majoring in English and Art History, a Bachelor of Music (Hons) majoring in Musicology, and a Master of Music by Research (Musicology) from The University of Melbourne. She has thorough knowledge of arts administration, having held roles in this field in Australia and the UK, as well as extensive experience working within the tertiary education sector in both academic and administrative roles. She currently holds the position of School Executive Officer within the School of Architecture & Design at the University of Tasmania, a role that encompasses management of key areas of student administration, finance, marketing and communications, event management, risk management and human resourcing. When not at work, Poppy delights in spending time with her family, horse and Dexter cows, and baking bread on their small holding in Exeter.

The experience of TLP has offered times of inspiration, reflection, personal challenge, and friendship. One of the best aspects of the program for me was the time spent away from work and home attending the Residentials and Linking Sessions. They allowed me to occupy the TLP headspace and really focus on where I was and the learnings and advice that was so generously given by numerous speakers from across such a broad range of backgrounds and areas. I have loved the strong feeling of being part of a group which all began with the knot exercise! The experience has broadened my conception of leadership, deepened my understanding of the issues facing Tasmania, and provided me with numerous practical models, principles and procedures that I can apply in my working life.

The two things I most wanted to get out of TLP were to build contacts in Tasmania and to find paths to contribute in a positive way to the Tasmanian community. Through both these goals, I hoped to develop a closer personal connection with Tasmania, having moved here from Melbourne a few years ago. I feel I have found these things and more through the program. The deeper understanding I have of myself and others, gained through our introduction to Myers–Briggs Type Indicator (MBTI), has increased my confidence and influenced how I operate in the workplace, allowing me to be more strategic with tasks and people.



** THE EXPERIENCE HAS BROADENED MY CONCEPTION OF LEADERSHIP, DEEPENED MY UNDERSTANDING OF THE ISSUES FACING TASMANIA, AND PROVIDED ME WITH NUMEROUS PRACTICAL MODELS, PRINCIPLES AND PROCEDURES THAT I CAN APPLY IN MY WORKING LIFE. **

HON Ruth

Independent Member for Murchison

PARLIAMENT OF TASMANIA

Ruth Forrest was elected to the Legislative Council in the Parliament of Tasmania as the Independent Member for Murchison in May 2005 and re-elected unopposed in May 2011. She is currently a member of several Parliamentary committees including; Subordinate Legislation (Chair), Public Accounts, Government Administration A (Chair), Estimates and Government Business Scrutiny. She has served on many Select Committees including enquiries into Mental Health, Mining Regulation, Organ Donation, Road Safety, Island Transport and Building Accreditation. Ruth completed her General Nursing training in 1982 and Midwifery in 1984 and has worked as a nurse and midwife since 1982. She has a Master of Midwifery degree. Ruth has been a member of the Australian College of Midwives (ACM) since 1989 and the National Association of Childbirth Educators Inc., holding a number of executive positions including Tasmanian Branch President and National Delegate for both organisations. Ruth was awarded Fellowship of the ACM in 2001.

TLP provided an exceptional opportunity for personal and professional development, learning and growth that developed my leadership capacity and inspired me to consider all options in my current and future professional role(s). The program provided a great return on investment for the commitment I made to this inspiring program in a busy life, and resulted in a deeper understanding of many of the current issues and challenges we face as individuals and as members of our broader community. The deep sense of connection with fellow TLPers and the strong sense of trust established within the group was a highlight and also an unexpected benefit/aspect of the program. Many lifelong friendships have been made, and numerous valuable contacts, across a vast array of professions, disciplines and backgrounds have been established in what has been a truly unique and significant experience.

The experience of TLP will be invaluable to my future in politics through the increased contacts that are now part of my network and the enhanced understanding and knowledge gained during the year. TLP has given me the confidence to pursue other professional and personal development opportunities. I have undertaken the Company Director's Course early this year (2012) and also enrolled in the Graduate Certificate of Business at UTAS. Whilst politics remains a passion and a way for me to increase and enhance my contribution to the State, life after politics also provides many opportunities that TLP has encouraged me to consider and plan for later in my professional life. TLP has grown my appreciation of the state in which I live; a state I am passionate about and a state I plan to give much back to.

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Nick HADDOW

Managing Director BRUNY ISLAND CHEESE CO.

During his career, Nick Haddow has worked with some of Australia's best cheese makers including Richard Thomas, Meredith Dairy and Pyengana Dairy. He has also travelled widely and worked with cheese in New Zealand, the US, India and Europe (as a Queen's Trust Fellow). In 2001 Nick moved to Tasmania and in 2003 he began the Bruny Island Cheese Co. which very quickly gained a reputation for being one of Australia's benchmark producers of artisan cheese. Nick is a three time finalist for the title of Delicious Magazine Producer of the Year. He was awarded the 2004 Goddard–Sapin Jaloustre Scholarship and was made a fellow of the Richard Pratt Foundation in 2006. In 2011 he was awarded a Tasmanian Community Achievement Award. Nick is widely regarded as one of the premier cheese experts in Australia. His products are a reflection of his dedication to tradition and quality and his passion for Tasmania. Nick is the co-author of two books and has a successful media career that includes his role as co-star of Gourmet Farmer.

The Tasmanian Leaders Program has been one of the most valuable learning experiences of my life. As the owner of a small business it is essential to have strong leadership skills in order to foster a cohesive and productive team, as well as maintain and communicate your vision and goals. TLP has provided me with many of these skills. However, the TLP journey is much more than a skills workshop. It provides an environment where you can undertake profound self-awareness and understanding of others. Within the group, the bonds that form allow for genuine reflection and personal growth. It has been a privilege to have been a participant in the Tasmanian Leaders Program. I consider myself fortunate to have had the opportunity to have been a part of this diverse and impressive group of Tasmanians and to have had contact with an array of informative and inspirational presenters throughout the year.

Through TLP I have gained a better understanding of myself and the role I play in my organisation, my family and my community. The skills and knowledge I have gained throughout TLP have already been valuable as I seek to strengthen my business, participate more effectively in my family and make a greater contribution to Tasmania. One of the realisations I had through my TLP journey was that my impact is beyond my current industry. This has allowed me the freedom to think beyond my current vocation and examine ways where I can make a positive change in Tasmania. " TLP HAS ALSO STRENGTHENED MY PASSION FOR TASMANIA BY REVEALING TO ME THE DEPTH OF TASMANIA'S QUALITIES, THE STRENGTH OF ITS PEOPLE AND THE OPPORTUNITIES THAT EXIST TO MAKE THIS GREAT PLACE EVEN BETTER. "

In 2012 I will apply for a Churchill Fellowship to study how island communities around the world successfully brand themselves, as well as seeking out new roles where I can make a contribution and influence change in Tasmania.

TLP has also strengthened my passion for Tasmania by revealing to me the depth of Tasmania's qualities, the strength of its people and the opportunities that exist to make this great place even better.

I HAVE IMPROVED MY COMMUNICATION, SHARPENED MY STRATEGIC THINKING, AND HAVE A BETTER UNDERSTANDING OF THE WAY OTHERS THINK, ACT AND PROCESS INFORMATION, AND WHY.



Steve HENTY

Finance and Administration Manager

NET SEA FREIGHT – TASMANIA

Steve Henty graduated from UTAS with a Bachelor of Commerce in 2004, majoring in Entrepreneurship. Following this he worked for two of the major banks in customer relations and corporate/business banking, before moving to the small business sector in his current role of Finance and Administration Manager. This role sees a diverse range of skills, from human resources to communication and advocacy, as well as managing key financial aspects of the organisation. Outside of work Steve has been heavily involved in community music from a very early age, both playing and encouraging others – a passion that he will continue to follow.

Completing the program has completely changed my perspective and outlook on Tasmania and on myself. I have a deeper understanding of issues affecting the state from perspectives removed from my own experience, which has created a greater appreciation of where I live, what I do, and what drives me. TLP has allowed me to reflect on where I fit in and explore inner questions with better clarity. The privilege of sharing knowledge, opinions and perspectives with the 23 other outstanding participants and uncountable amazing guests has been a highlight, and it has inspired in me the energy to seek change where it is needed, in myself and Tasmania. The most unexpected part was openly listening to and appreciating feedback, and wanting to hear more to help improve who I am and how I participate in life.

TLP has given me tools to make decisions with others in mind, identify strengths and areas for improvement in myself and most importantly, the value of listening. The professional development sessions provided real opportunities to carry change into my organisation and the energy to implement this change. While only a beginning, I believe I have greater awareness of my role, colleagues and opportunities within my work place. I have improved my communication, sharpened my strategic thinking, and have a better understanding of the way others think, act and process information, and why. I look forward to continuing to build relationships with everyone I have come across on the journey, and continuing to build on the solid foundations that have been laid by the program.

Michael KELLY

Director – Post Separation Services RELATIONSHIPS AUSTRALIA TASMANIA

Michael Kelly graduated from the University of Tasmania in 1999 with a Bachelor of Education and went on to complete a PhD in 2004. Following this,

Michael has worked in a number of roles in the nongovernment sector, currently as the Director of Post Separation Services at Relationships Australia, Tasmania. Michael also holds several voluntary board positions including Deputy Chair of the Drug Education Network.

The Tasmanian Leaders Program has been a challenging and rewarding experience through which I have examined my own views about leadership and what it means to be a leader in Tasmania. A key feature of the program I enjoyed was the opportunity to hear the views of other prominent leaders from across Tasmania and the country. The presenters spoke freely of their experiences and provided insight into the challenges they faced in their respective fields. The Linking Sessions provided great learning opportunities, not only in terms of the presenters, but the chance to learn from the other 23 program participants. There are so many highlights, but the outstanding one was the opportunity to learn. I learnt more about leadership, myself, the key issues for Tasmania and what role I can play in ensuring that Tasmania continues to be a great place to live.

I am much clearer about the potential for me to exhibit leadership at work and in the community. I have learnt a great deal from my fellow participants and the opportunity to share experiences with people from diverse backgrounds and work environments has allowed me to adopt different perspectives when thinking about the opportunities and challenges I encounter in my role. I am looking forward to what comes next, completing our community project and becoming involved in the TLP Alumni, as I see this as a great way of continuing my leadership journey.



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State Manager

VOLUNTEERING TASMANIA

As State Manager with Volunteering Tasmania, the peak body promoting volunteering and best practice volunteer management in Tasmania, Jill Maxwell has responsibility for human resource management, quality assurance, overseeing organisational activities and projects and providing leadership to all staff. Jill has an extensive background in community development in both government and not-for-profit organisations supporting and facilitating community engagement through positive and effective relationships. She has a Bachelor of Arts (Psychology) and Bachelor of Social Work.

The Tasmanian Leaders Program has been one of the most rewarding experiences I have had. It challenges you and your beliefs about leadership whilst building your knowledge and effectiveness as a leader. The highlight has been the frameworks and models presented and how practical they have been to apply in a work context. The most unexpected part of the program was the people I met and the forming of what are developing into great friendships.

TLP has been a journey of discovery. The insights and learnings about self and others has contributed to a deeper understanding about leadership both personally and professionally. I feel more confident and capable in contributing to Tasmania and look forward to seeing where that contribution takes me.



** THE HIGHLIGHT HAS BEEN THE FRAMEWORKS AND MODELS PRESENTED AND HOW PRACTICAL THEY HAVE BEEN TO APPLY IN A WORK CONTEXT. **

Brett MCDERMOTT

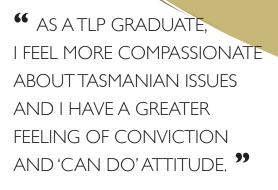
Senior Manager

KPMG

Brett McDermott works in business advisory and compliance at KPMG Launceston. His various roles include assisting small and medium size businesses with tax and accounting issues, including preparation of financial and management reports. For the past 14 years, Brett has helped Tasmanian businesses set up appropriate structures for new business opportunities, providing options for completing business book-keeping tasks (including outsourcing of various financial functions), monthly management reports, budget preparation, tax issues (CGT, FBT, GST and income tax) as well as year-end financial statements, tax returns and analysis. Brett is passionate about helping businesses realise their potential through planning, advice and financial modelling. Community involvement has always been part of Brett's life. He is a life member and current Treasurer of the Launceston Cricket Club and has served for nine years on the volunteer committee that presents Festivale each February in Launceston's iconic City Park. When not at work Brett enjoys spending time with his wife, Sarah, and two young sons, Harrison and Ashton, playing sport and socialising with friends.

The TLP experience was undoubtedly the best professional development program I have done. The broad range of experiences, people and knowledge I was exposed to really opened my eyes to both opportunities and challenges in Tasmania. The high calibre of guest speakers and topics discussed throughout the year have provided a base for the next step in my journey, both as a professional and a member of the community. I feel better placed to take this next step, whatever it may be, with less trepidation and doubt. The standout highlight for me was my fellow 23 TLP participants who each brought a significant level of experience, honesty, openness and humility; which made for a fantastic year of creating networks, conversations and, most importantly, friendships.





As a TLP graduate, I feel more compassionate about Tasmanian issues and I have a greater feeling of conviction and 'can do' attitude. Listening to Jacqueline Pascarl reminded us that anyone can make a difference. I feel my journey has only just begun and with the assistance of my employer, KPMG, I picture my future as being a Tasmanian having an impact. Although I'm not sure exactly what that impact might be, ultimately I feel compelled to make this beautiful state a better place to be. I choose to live in Tasmania because of its wonderful surroundings, friendly people, world-class products and sustainable outlook. Tasmanians have it all, as evidenced throughout the TLP 2011 Linking Sessions - sustainability, innovation, governance, brand, creativeness, economic stability, technology, community inclusion. The challenge is to improve on these and harness our competitive advantages.

LEARNING TO ACT IN THIS UNCERTAINTY – WITH INTEGRITY, IN ALL PARTS OF MY LIFE – AND HELPING OTHERS DO THE SAME HAS BEEN A KEY PART OF MY TLP EXPERIENCE.

Dean MUNDEY

Executive Officer, Office of the Provost

UNIVERSITY OF TASMANIA

Dean Mundey holds degrees from the University of Queensland and University of Melbourne in botany and cultural studies respectively, and has also dabbled in environmental studies, art history and studies in religion at these institutions. This love of universities and breadth of skills and interests has extended into his work life, having worked at the University of Queensland and University of Melbourne, and now the University of Tasmania where he works closely with the Provost, Professor David Rich. In the last year Dean has been involved in developing the UTAS Statement of Values, contributed to rolling out a new Quality Management Framework for UTAS, guided the development of an Urban Design Framework for the UTAS Newnham Campus and coordinated the 'Your Voice' process, which harnesses the outcomes of an institution-wide staff survey to lead positive change. Dean is currently working closely with the Vice Chancellor on the University's new strategic plan, setting UTAS's priorities for the next 5 to 10 years.

2011 seems like a watershed year for me, and TLP has been central to this. Complementing the many opportunities I've had in my current job, TLP has helped me make a more wholehearted and effective contribution to these tasks while, most significantly, giving me the confidence to exert influence. TLP exposed me to different views and many rich thoughts across so many different domains. Despite this array of wisdom and knowledge, it's clear that uncertainty defines our times. Learning to act in this uncertainty - with integrity, in all parts of my life - and helping others do the same has been a key part of my TLP experience. As someone who has managed to wriggle out of 'group work' throughout my life, working with my Learning Set has also been a revelation. Indeed, it is the relationships we've all made that will be the program's greatest legacy - and the impact this will have on Tasmania is immeasurable.

I have been in Tasmania for five years and in that time I've had opportunities and experiences which I never expected. By exposing me to so many facets of Tasmania in one very intensive year, TLP has been like a commitment ceremony to the state. As with any good relationship, the unexpected has brought the richest rewards and, as I want my relationship with Tasmania to be good and long, I can't predict what comes next. I've long been alert to opportunity, especially that offered by seeing the world from many perspectives – through the lenses of work, education, science, art, literature, religion, history, community and place. As I step into 2012, I'm now seeking to create opportunity in a way that, I hope, involves much more than me.



Wayne MURRAYLEE

Group Corporate Services Manager PITT&SHERRY

Wayne Murraylee is currently employed by pitt&sherry as the Group Corporate Services Manager and has responsibility for managing the shared services functions across the group, including human resources, finance, information communication technology, marketing, management systems, risk and health and safety. He has a demonstrated track record of achievement in delivering at both strategic and operational levels within professional services and iconic national retail and fast moving consumable goods organisations. Wayne is passionate about exploring and understanding the way in which people, processes and organisations work together to deliver mutually beneficial outcomes which are socially responsible and deliver real and sustainable benefits for the broader economy, environment and communities in which we live, work and play.

Overall I found the program empowering, insightful and a great learning experience through both the Residential and Learning Set format. Having just moved to Tasmania a few months prior to the start of the program, I found the opportunity to meet and engage with key leaders across the full spectrum of government, not-for-profit, commercial and social organisations a once in a lifetime experience. The various Linking Sessions have provided me with a greater breadth and depth of knowledge and understanding in areas outside of my professional expertise. Importantly, the ability to meet with such a wide variety of interesting and inspirational people in such a short period of time has afforded me the opportunity to forge valuable and enduring relationships, facilitating my accelerated integration into the broader Tasmanian community.

I think the best way I can continue my leadership journey is to actively look for opportunities to share and transfer the knowledge, experience and opportunities I have been exposed to, so that others may benefit from the privileges I have received throughout my TLP journey. I'm very keen to expand my leadership capabilities and to further challenge myself by providing mentoring and coaching where needed, both within and external to my organisation, and to exercise authenticity (both to myself and others) in everything I do. I also see my journey continuing through an active association with the Alumni and in exploring opportunities to "give something back to the Tassie community". I have recently been discussing opportunities to become a board member of a local not-for-profit organisation.





Guy ROBERTSON

Owner

MOUNT GNOMON FARM

after a series of agricultural extension roles decided to have a go at becoming a free range pig farmer and running his own business. Guy and his partner now own Mount Gnomon Farm which has quickly become Tasmania's largest free range pig farm. While the farm specialises in Wessex Saddleback pigs, it is also home to a number of other rare breeds of farm animals. As a fourth generation Tasmanian farmer, Guy has a passion for rural living and regional Tasmania and is part of the next generation of Tasmanian farmers who are focusing on high value products. Guy shares his passions in his farm blog and also through his volunteer roles on a number of community committees including the Tasmanian Landcare Association, North West Environment Centre and the Rare Breeds Trust of Australia.

Guy Robertson is an agricultural scientist who, in 2011,

** TLP HAS GIVEN ME GREATER INSIGHTS INTO THE JOURNEY OF SMALL BUSINESSES, ALONG WITH MANY IDEAS ON HOW TO CARRY THE BUSINESS FORWARD. ** TLP was one of the most rewarding experiences that I have undertaken. I have learnt a lot more about myself, (both good and bad) and have a greater understanding of how to utilise my strengths and skills in the future. The program has made me confident that I can make a difference to Tasmania, which is something that I find exciting. The program has also given me a greater understanding of the challenges that the state faces, along with some of the opportunities. The biggest highlight was meeting some amazing people from a variety of backgrounds, including the fellow participants that I have formed strong friendships with.

The program has also made me more balanced when considering issues facing Tasmania. TLP has benefited our business as well, as it gave me greater insights into the journey of small businesses, along with many ideas on how to carry the business forward. My leadership journey will continue beyond TLP through the growth in our business and my role in the community.



Martha ROBSON

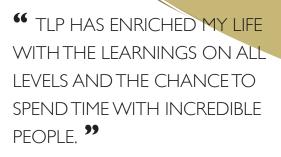
Senior Practice Consultant

COMMUNITY CORRECTIONS, DEPARTMENT OF JUSTICE

Martha completed a Bachelor of Behavioural Sciences in 1990 and then subsequently went overseas backpacking for four years. Upon her return she joined the Western Australian police force, and ventured to the Kimberleys. During this time she realised she was more interested in why people committed crimes than determining whether they were guilty or not and returned to study completing a Masters in Psychology in 2003. Since that time she has worked as a psychologist with Vietnam veterans, the Australian Defence Force and the Department of Corrections. In recent years Martha has stepped away from working directly as a psychologist using those skills instead from an organisational perspective to ensure the delivery of quality practices, processes and procedures in Community Corrections. Martha is currently managing the Court Mandated Drug Diversion program and continues to seek opportunities to support the community, in particular those people who are socially disadvantaged.

TLP is most often described as a journey and that is exactly what it is. I originally undertook TLP for the learning opportunities and haven't been disappointed. It has offered unprecedented access to amazing people and stories; challenging, broadening and stimulating my thinking. I am now much more aware of the community I live in and motivated to want to be a part of influencing and shaping the future of Tasmania. Halfway through the year though, I realised that TLP was not just an intellectual exercise but also about the people on the journey with you. This for me was guite a powerful realisation and changed the way I engaged with the program. It suddenly became a living, breathing thing and lit a fire within me to want to be an active part of such inspiration. TLP has enriched my life with the learnings on all levels and the chance to spend time with incredible people whom I know will be part of my life from now.





TLP has had a profound effect on me but, it has crept up over the year without me realising it until nearly the end. Previous to joining the program I had recently gained a senior management position but lacked the confidence to express myself in the role. Through TLP I found myself really embracing the newfound responsibility and stepping out of my comfort zone to lead and manage staff with great results. TLP is more than just work though; it has made me realise how much I love being in Tasmania and more so how I want to be part of Tasmania – shaping, supporting and influencing the community. Creativity is an area that I want to focus on next. I have volunteered to help out with the Cygnet Folk Festival and am pursuing opportunities to work with other festivals and theatre companies (a complete contrast to my work!).

Alan ROSEVEAR

Manager Systems and SHEQ

HAZELL BROS GROUP PTY LTD

Alan Rosevear graduated from the University of Tasmania with a bachelor of Environmental Design in 1994 and has a Diploma of Occupational Health and Safety completed in 2000. He has been associated with the Tasmanian building industry for the last 16 years, holding numerous positions within that time, ranging from Project Administrator to Project Manager. Alan currently holds a senior management position as Manager Systems and SHEQ (Safety, Health, Environment & Quality) for Hazell Bros Group.

Tasmanian Leaders Program has been challenging, rewarding, confronting and at times emotional. I walked into the first session with perceptions of what I thought the program was going to be all about, but by the end of the day I realised that I was going to be challenged in ways that were impossible to anticipate. For me the program has been a very personal journey of reflection and character building and I now have the drive to get out of my comfort zone and challenge the status quo within my communities (personal and business). My fellow participants in the program have been a wonder to meet, work and play with and have enriched my life in unexpected ways.

The quality of speakers and exposure to different thinking and ideas has been truly inspirational and my appreciation for Tasmania has changed for the positive. I now have a foundation of knowledge, networks and confidence to enable me to get more involved in the greater Tasmanian community and to influence beneficial change within my employers' organisation. I'm currently in a transition period in my career moving from an operational manager to a strategic leader and change facilitator.



•• I NOW HAVE THE DRIVE TO GET OUT OF MY COMFORT ZONE AND CHALLENGE THE STATUS QUO WITHIN MY COMMUNITIES. ••

John ROWLAND

Manager, Development and Risk ANGLICARE TASMANIA INC

John Rowland graduated from the University of Tasmania with a Bachelor of Computing in 2004. During college and university John operated his own IT training and consulting business which he left in 2005 to take on a project refurbishing computers for low-income earners with Anglicare Tasmania. John has since worked in various roles with Anglicare, first delivering training to the community sector, and then moving into a corporate services role where he currently leads a team focusing on training and development, tenders and submissions, quality improvement, safety and risk management. Partly as a result of TLP John now represents Anglicare on the board of the No Interest Loans Scheme (Tasmania). John has recently fulfilled the requirements of a Graduate Diploma in Psychology with Monash University which he hopes to combine with postgraduate studies in business. He is passionate about Tasmania and is proud to be able to contribute to the community through his work.

The Tasmanian Leadership Program embodies the commitment and passion of the leaders of Tasmania in the past, present and future. The most significant aspect of the program for me was the way in which the facilitators and presenters gave so freely of their time and experience. From business leaders, to politicians, to internationally regarded consultants, the pride in and vision for Tasmania is inspiring, and the opportunity to gain from the experience of such a group of people is something you wouldn't get anywhere else. The most memorable experience was hearing the stories of great leaders. The biggest surprise was the level of trust they afforded to the participants in sharing the sometimes harsh truth about what it takes to lead, and what they had to do to achieve their vision.

The program has changed the way I go about my work, and the way I think about my community. There is no doubt I gained from the professional development that formed part of the program. But more than that, through access to past and present leaders I have been inspired to think about the ways I can demonstrate leadership in the future to make a greater difference in the community. I now represent my organisation on a board, and hope to make further contributions through getting involved with other organisations in this capacity. My leadership journey will continue through further development of my skills and development with a view to taking on broader roles in community service. ⁶⁶ THE MOST MEMORABLE EXPERIENCE WAS HEARING THE STORIES OF GREAT LEADERS. ⁹⁹



James SUGDEN

Mechanical Engineer

James Sugden is a Tasmanian, born and bred. He graduated as a Mechanical Engineer in 1998 and has spent much of his adult life travelling the world. Five years ago he chose to return to his home in Tasmania and settle down as a consultant at pitt&sherry. James is passionate about Tasmania and its community. Engineering has taught him how much we rely on each other to survive in the world and the difference that one individual can make to their community. With this learning, James would like to increase his contribution to the Tasmanian community. He strongly believes that engineers have a different understanding of the way the world works and that they should have a voice in our community. To that end, James has chosen to run for Legislative Council next year for the seat of Hobart.

I heard about Tasmanian Leaders Program from my Managing Director, John Pitt. My initial reaction was highly sceptical as I have never valued the traditional management leadership courses that I have heard of and experienced before. This opinion changed as I learned more about the program from past participants and the information session that was run the year before. I discovered that the purpose of the program seemed more centred on self exploration and community engagement in Tasmania rather than management techniques and this was right up my alley. The program definitely lived up to my expectations and delivered endless content on self exploration, including personality profiling techniques; challenging group activities involving group dynamics; intense self reflection; and exposure to Tasmania and its community, including exploration of our government, the economy, our challenges, industry and community and social justice. It was intense, thought provoking and life changing.

The largest change that I have experienced from TLP is easy to define: it was the decision to run for Legislative Council next year. This is something that I would never have considered in a million years until I did TLP – mainly because I would never have thought that I would be any good at it and that I would never be successful but this attitude has now changed. I don't think this is what John Pitt had in mind when he recommended that I consider the program but I don't believe that he would be disappointed with the result. pitt&sherry shares my vision for a better Tasmania and has given generous support to my endeavours to achieve it.

⁶⁶ IT WAS INTENSE, THOUGHTPROVOKING AND LIFECHANGING. ⁹⁹



Melinda THOMAS

Customer Relations Manager THE SKILLS INSTITUTE

Melinda Thomas graduated from Charles Sturt University with a Bachelor of Social Science (Social Welfare) in 1997. Since then she has worked in several states of Australia as well as in the US, working with children, families, people with disabilities and older people in a variety of roles which ranged from support worker to policy writer and respite co-ordinator to teacher/trainer. Melinda is a Skills Institute Customer Relations Manager within a large training organisation. This role involves establishing and maintaining relationships with a wide range of people, both internally and externally, to ensure the products and services provided match those required by clients; and to apply for and project manage a range of funding opportunities on behalf of clients.

The Tasmanian Leaders Program has been an amazing program to be a part of. It has inspired, challenged, excited, surprised and confronted me. I have met people through the program that I probably would not have met otherwise, and many have become great friends. I have learnt about things I never knew existed and have heard several points of view about topics that I knew so little about. There were many highlights during the program, but probably the most significant was the diversity of people I have met both as participants and speakers during the program. I now have a much wider network of people than I did previously. Before I began the program I expected one of the results to be a significant increase in my knowledge and understanding of a wide range of topics. While this definitely occurred, I also find myself wanting to know more and having more questions than answers at the end of the program!

This program has been a journey very different from any other professional development program I have experienced. The journey has involved learning more about myself, about other people and about Tasmania as a place I call home. It has allowed me to think in far more depth and breadth about a whole range of things, both inside and outside my work. This increase of knowledge has encouraged me to question far more than I ever have before. The program has also given me the confidence to pursue activities that contribute to the Tasmanian community and to make a difference. I look forward to being an active part of the TLP community as well as taking the time to utilise many of the tools that have been presented to me during the program. I also look forward to maintaining the relationships established in 2011 and to seize any new opportunities that become available.

" THE PROGRAM HAS GIVEN ME THE CONFIDENCE TO PURSUE ACTIVITIES THAT CONTRIBUTE TO THE TASMANIAN COMMUNITY AND TO MAKE A DIFFERENCE. "



Catherine TONKIN

Nurse Unit Manager

ROYAL HOBART HOSPITAL

** TLP HAS GIVEN ME THE ABILITY TO THINK STRATEGICALLY AND THIS WILL BE OF VALUE AS WE CONTINUE TO FACE THE FINANCIAL AND HUMAN RESOURCE CHALLENGES OF THE PRESENT AND FUTURE. **



Catherine Tonkin is the Nurse Unit Manager of the 18 bed acute adult High Volume Surgical Unit, incorporating the Tasmanian Burns Unit, as well as the Tasmanian Hyperbaric Medicine Unit at Royal Hobart Hospital. The Royal Hobart Hospital is the state's largest hospital and its major referral centre. Catherine has a varied role including the leadership and management of 56 staff; financial management of the units; human resource functions; leadership of evidence-based nursing care; leading unit-based Quality Improvement Activities; co-ordinating care with nine specialist surgical teams; and change management within the units. Catherine provides leadership within the division of Surgical Services, representing the division on hospital and area health service committees and working groups. Catherine has a Masters of Human Resource Management; a Bachelor of Health Science (Nursing) and a Diploma of Applied Science (Nursing). She has published in her specialty area of burns. Catherine's interests are organisational development and change management.

TLP has been a life changing experience both professionally and personally. Professionally I have developed new knowledge and skills, consolidated previous learnings and gained confidence in my ability and potential. I have gained a greater knowledge of the issues significant to my adopted state, both now and in the future, and a desire to contribute to my community. Personally, the TLP experience has given me the opportunity to reflect on my strengths and areas requiring development and it has given me the tools to move forward with support. There have been two highlights of TLP for me. Firstly, the quality of the speakers and their willingness to share their leadership stories has been a privilege. Secondly, the 23 other people in our group, who I have learnt so much from, and whom it has also been a privilege to spend the last 12 months with. The most unexpected part of TLP has been the new found passion I have for my community and my desire to contribute to it.

TLP has given me a new level of confidence in my leadership ability and as a result an increased level of leadership within the Surgical Services division at Royal Hobart Hospital.TLP has given me the ability to think strategically and this will be of value as we continue to face the financial and human resource challenges of the present and future.TLP has re-affirmed my desire to provide leadership within my profession and organisation and given me direction as to how to achieve this. It has also motivated me to continue to understand the issues facing Tasmania, to have an opinion and to share that opinion not only within the Royal Hobart Hospital but within the wider community.

Jo TUBB

Planning Officer

TASMANIAN FIRE SERVICE

(Formerly Field Officer, SIMPLOT AUSTRALIA)

Jo Tubb graduated from the University of Tasmania with a degree in Environmental Studies with Honours in 2004. Since then, Jo has worked in the forest industry as a forester in plantation silviculture and in 2009 became qualified as a Forest Practices Officer. Jo also has a passion for agriculture and currently works for Simplot Australia as a Field Officer co-ordinating the vegetable production in the Northern Midlands as well as assisting in the management of her family-run farming business. Jo is deeply committed to the primary industries in Tasmania and is passionate about sustainably growing this sector.

Unexpectedly, the program wasn't just another 'course' that I thought I should complete, but a life and career changing experience that will stay with me for the rest of my life. One of the many highlights of the program was the friendships I have made and the vast network of professionals, experts and leaders I am now connected to. Throughout the year, each Linking Session was like a shot in the arm of inspiration and knowledge and every time challenged my beliefs and opinions. Another highlight was learning so much about myself and others through the study of personality types which has allowed me to grow as a person and better understand the people around me.

Life during and after the Tasmanian Leaders Program has been a journey I will never forget and hope will never end. I feel I have a new direction in my career and I now have the skills, knowledge and networks to help me get there. I feel I have the confidence and belief in my abilities and have been inspired to pursue ways to give back to the Tasmanian community which I have learnt so much about over the past year. The professional development knowledge I have gained allows me to be more effective in managing the relationships around me in the workplace and has allowed me to be a more effective leader in many ways. In the future I plan to devote time to maintaining and building my networks and pursuing ways I can contribute to the Tasmanian community. I PLAN TO DEVOTE TIME
 TO MAINTAINING AND
 BUILDING MY NETWORKS
 AND PURSUING WAYS I
 CAN CONTRIBUTE TO THE
 TASMANIAN COMMUNITY.



Julie WADDINGTON

Marketing Manager

TASMANIAN THEATRE COMPANY

After gaining a Bachelor of Science and a Diploma of Education from UTAS and working in the education sector for several years, Julie Waddington moved to Melbourne and completed a Graduate Diploma of Dramatic Art (Direction) at the Victorian College of the Arts in 2002. From January 2007 to May 2010 she was the Artistic Director and CEO of Riverland Youth Theatre, a regional youth arts organisation funded by The Australia Council and Carclew Youth Arts, situated on the Murray River in South Australia. Julie has worked as a director, dramaturg, production manager and teaching artist with companies such as St Martin's Youth Arts Centre, Come Out Festival, The National Theatre, istheatre, La Mama, MTC, The Storeroom, Short & Sweet Festival Melbourne, Victorian Arts Centre and ACU. After nearly 10 years away, Julie returned home to Tasmania in 2010. On her return she took on the position of Company Manager of the Tasmanian Theatre Company and continues to explore ways to engage and empower young people and communities through the performing arts.

The Tasmanian Leaders Program was a complex, enriching experience much, much more rewarding and valuable than the sum of its parts. Knowledge and experiences were deepened through ongoing discussion and debate with colleagues who became friends and co-conspirators in grand plans for the prosperity of Tasmania. The program exposed me to a wealth of ideas and opportunities to grow beyond my expectations. The privilege of hearing leadership stories from such a vast range of speakers was humbling and inspiring. Working with my Learning Set was equally challenging and rewarding. I expected to learn and grow in my leadership and management skills and to develop new networks outside my sector, but what I didn't expect was the level of generosity and passion of the facilitators and my peers that in turn nurtured me to grow even further on a personal level.

TLP has given me a greater confidence in myself and the value of what I have to contribute to both my workplace and the communities I am a part of and I plan to use my TLP year as a place of beginning new ways of working, building and playing in my island home. The professional development I gained is a valuable map I will revisit and share within my organisation and use in my portfolio of freelance roles and my personal artistic exploration. I am looking forward to contributing to the wider community through formal skill sharing opportunities, informal mentoring and in strengthening the networks that have begun during the year.

** TLP WAS A COMPLEX,ENRICHING EXPERIENCE. **



Mark WATSON

Manager Capex Planning and Developments CRADLE MOUNTAIN WATER

Mark Watson has a Diploma in Project Management and qualifications in mechanical engineering, supervision and corrosion. He is currently working towards an MBA in Regional Development at the University of Tasmania, Cradle Coast Campus. Mark has 24 years of experience in hydraulics, design and project management in the water and irrigation sector in Tasmania. He is passionate about the promotion and application of technology to improve infrastructure, water quality, health and social outcomes for Tasmania and remote communities overseas.

I went into the TLP expecting my beliefs to be challenged and to develop a deeper understanding of myself and others from which I could develop my effectiveness as a leader. After the opening Residential, it was obvious that the program was going to exceed all my expectations and TLP soon became a life changing process. The exposure to contemporary thinkers and leaders condensed several years of experience and learning into one twelve month program.

Highlights of the program were:

- Development of an amazing network of highly talented individuals;
- Exposure to such a wide range of community, public and private sector leaders – the diversity and passion shown by the presenters expanded my thinking;
- The commitment and engagement of everyone involved with TLP in the development of every member of the group;
- The generosity of the presenters to give of their time without expectation of receiving anything in return; and
- The confluence that occurred: every member of TLP5 wanted to be part of the program.

TLP has given me a much broader appreciation of the issues facing Tasmania and an understanding of the drivers and levers that are used to control Tasmania's future. The program has increased my self-confidence and provided me with knowledge which gives me confidence in the future of Tasmania. The onus is now on me to further develop and make best use of the skills I have gained and the contacts that I have made to contribute to improving social and economic outcomes for Tasmania. Watch this space...

** THE PROGRAM HAS INCREASED MY SELF-CONFIDENCE AND PROVIDED ME WITH KNOWLEDGE WHICH GIVES ME CONFIDENCE IN THE FUTURE OF TASMANIA. **



EMPLOYER ENDORSEMENTS OF TLP

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

I am very pleased to provide feedback from an employer perspective with regards to Martha Robson's participation in the 2011 Tasmanian Leaders Program. I completed the program myself in 2008; it was one of the highlights of my career and I know the skills I learnt contributed to my leadership capacity enormously. As a result, I suggested to Martha that she might like to consider the program as a good professional development opportunity, particularly at this time of her career:

Martha's experience of the program has been very positive and I have no doubt she has found it to be a highlight for her; too. I have spoken to her in detail following each Linking Session or Residential and I have been pleased that she is actively putting in to practice what she has learnt as part of the program.

During the year Martha took on a new role within Community Corrections and she has performed outstandingly in this position. I have been very impressed with her leadership particularly with regard to negotiation, conflict management and the ability to develop a cohesive team. Martha's confidence has also improved and her colleagues regularly seek her counsel, support and advice.

Martha's participation in the program has been a very worthwhile investment for our organisation.

GINNA WEBSTER Director, Community Corrections



Michael Kelly is the second person I have had the pleasure to sponsor through the TLP, and the first for our organisation.

There is no doubt that the program is challenging in its nature, stretching people out of their comfort zones, and is a significant demand on time and energy.

However, these challenges bear worthwhile fruit in the accelerated growth that you see in the participants.

Michael has not only developed valuable networks with new colleagues across industries but has grown exponentially in his approach to his work. His progress in clarity of argument, insight, self-awareness and how to get the best out of his people has been more rapid over the past 12 months than I have ever seen in a senior member of staff.

He now clearly and consistently demonstrates leadership qualities and leads those around him by example.

I would agree with Michael that the time, challenges and commitment that the program demands are absolutely worth it, for the individual, for the employer and for the people Michael works with here at Relationships Australia.

Michael has also been promoted to Deputy CEO since he commenced the TLP.

MAT ROWELL CEO, Relationships Australia Tasmania



KPMG Tasmania has been associated with the Tasmanian Leaders Program since its inception and Brett McDermott is our second participant to undertake the program.

I have watched Brett grow in his understanding of how economic and social outcomes are linked and how both are fundamentally important to our society. The program has clearly had a personal impact on Brett and he has broadened his future goals to include participation in projects that have a greater impact on our community. I am confident that TLP will continue to play an important part in developing KPMG's leaders of the future in this state.

MARTIN M. REES Managing Partner, KPMG – Launceston



Mark Watson is the first Cradle Mountain Water employee to undertake the Tasmanian Leaders Program.

I believe the program has given Mark the opportunity to develop a better understanding of himself and others through theory backed up by contact with prominent leaders with a diverse range of backgrounds. Mark has taken up this challenge with gusto and the results are there for the world to see.

TLP has given Mark, by his own admission, a wider understanding of the issues facing Tasmania and the local communities. The networks, contacts and confidence gained from this program, combined with the wide exposure to a diverse range of issues and sectors within the community has certainly enhanced Mark's contribution to leadership and management of Cradle Mountain Water:

I congratulate Mark on undertaking the program and look forward to seeing him put his extensive learnings into action, both at work and in the community.

Congratulations to all of the Tasmanian Leaders Program participants for 2011.

ANDREW KNEEBONE

Chief Executive Officer, Cradle Mountain Water



2011 COMMUNITY PROJECTS

A KEY COMPONENT OF THE TASMANIAN LEADERS PROGRAM IS THE UNDERTAKING OF A COMMUNITY PROJECT BY EACH OF THE PARTICIPANTS. THIS HAS GREAT BENEFITS FOR TASMANIA, AS WELL AS THE PARTICIPANTS WHO HAVE THE OPPORTUNITY TO APPLY THE SKILLS AND KNOWLEDGE THEY HAVE LEARNT FROM THE PROGRAM.

KNOW YOUR OWN INFRASTRUCTURE

(a.k.a. Where Does my Money Go?)

PROJECT TEAM: SIMON CHANDLER, MICHAEL KELLY, MARTHA ROBSON, JOHN ROWLAND, CATHY TONKIN AND JAMES SUGDEN.

Vision: Increase awareness and understanding of community infrastructure through unique opportunities to access facilities not usually available to the general public.

Project Summary: Most people don't spend much time thinking about the infrastructure that helps support their community. Often hospitals, roads, water supply, sewers, power and telecommunications are only the focus of attention when something goes wrong. A greater understanding of the value and importance of infrastructure may allow for more informed decision making about investment and innovation which could avoid major failures and save Tasmanians money in the long term.

The intention of the *Know Your Own Infrastructure* project is to increase the awareness and understanding of the infrastructure supporting our community through providing a unique opportunity for access. Participating organisations will open their doors to the public for a day, providing the opportunity to see behind the scenes and hear about the important work that happens there.

By showcasing their workplace and employees, infrastructure organisations will be able to promote the value and significance of the services they provide. This will enable the community to appreciate the services provided by those organisations and gain a greater understanding of how public money is spent on infrastructure.

Each infrastructure organisation will be responsible for co-ordinating, managing and insuring their activity or tour. The project team will co-ordinate with organisations around promotion, scheduling and transport to give people the opportunity to visit as many organisations as possible during the event. The open day will be held across greater Hobart on one day during a weekend in winter. Promotion of the event will be through both conventional and social media, leveraging on existing advertising and promotional activities of the organisations where possible.

Our plan is to develop a partnership with a local service organisation with a view to this event becoming an annual activity which can continue long past the life of the project.

100 DOOR SNAKES IN 100 DAYS

PROJECT TEAM: LUCY BYRNE, STEVE HENTY, BRETT MCDERMOTT, DEAN MUNDEY, ALAN ROSEVEAR AND JULIE WADDINGTON,

Vision: 100 Door Snakes in 100 Days is an initiative providing draught stoppers to disadvantaged households in Tasmania to encourage and assist them achieve energy cost savings, in a sustainable way, by utilising the community as a resource.

Partners: Anglicare Tasmania.

Project Summary: The 100 Door Snakes in 100 Days project will express an interest to Tasmanian craft associations, community groups, schools, artists and older persons (through retirement villages) to make hand knitted door snakes to be distributed to low socio economic housing around the state in partnership with Anglicare Tasmania.

The learning set identified that they were keen to develop a community project in the area of sustainability and energy efficiency.

Inspired by the simplicity and the success of the aid projects of a TLP guest speaker, this learning set got creative and looked at ways the group could complement existing initiatives across the state to improve energy efficiency in low income housing.

It is envisaged the project outcomes from the project will include;

- Community members contributing to the energy efficiency of low income housing;
- Community members having the opportunity to apply artistic flare to a practical item; and
- Personal, colourful, energy efficient addition to Anglicare managed properties.

The project will be officially launched in February 2012 with the door snakes being ready for distribution at the start of the 2012 winter season.

VALUING SOCIAL ENTERPRISE IN TASMANIA

PROJECT TEAM: IAN ADAMS, AMANDA DALY, JILL MAXWELL, WAYNE MURRAYLEE. MELINDA THOMAS AND MARK WATSON.

Vision: To support the development of social enterprise in Tasmania and enable community organisations to further their capacity to fulfil their mission through storytelling.

Partners: This project supports the Tasmanian Social Enterprise Study, which is a partnership between the Tasmanian Government and the University of Tasmania's Institute for Regional Development

Project Summary: Social enterprises in Tasmania have the potential to generate both social inclusion and economic development outcomes. In order to support the development of this important sector, it was necessary to understand the characteristics of currently operating social enterprises.

The recent *Tasmanian Social Enterprise Study* (TSES) demonstrated this need for greater documentation and promotion of the social enterprise sector. Social Enterprises tend not to prioritise the marketing side of their work, as the focus is on the client needs. This reduces the opportunity for governments and the broader community to see their achievements, which in turn reduces the likelihood of support for the sector in local, state and federal budgets.

Valuing Social Enterprise in Tasmania partnered with the research team responsible for the TSES. As a result, a series of case studies showcasing the experiences of local social enterprises have been collected, edited and published. The project team are now seeking opportunities to resource the publication of these stories in electronic and hardcopy formats so that they can be distributed and presented broadly across Tasmania.

LAUNCESTON HARVEST MARKET

PROJECT TEAM: POPPY FAY, PHILLIP DEWIS, RUTH FORREST NICK HADDOW, GUY ROBERTSON, AND IO TUBB.

Vision: To contribute to the development, successful launch and ongoing sustainability and viability of the new Launceston (Harvest) Community Farmers' Market Incorporated (Harvest Launceston).

Project Partners: Launceston Harvest Market Inc.

Project Summary: Harvest Launceston aims to celebrate food and wine production in Tasmania, establishing an iconic genuine farmers' market in Launceston that offers a high quality and well-promoted destination to the local community and to tourists. The market will be launched in Launceston on Saturday 11 February 2012, alongside the Festivale weekend celebrations. The market will then be held each Saturday morning from 9am to 1pm throughout the year. It will only sell food and beverages produced in Tasmania and will be run within Australian Farmers' Market Association (AFMA) guidelines.

Our Tasmanian Leaders Program (TLP) Learning Set has identified five key areas to which it could contribute to promote the ongoing success and viability of Harvest Launceston:

- Market launch
- Administration/operations
- Funding/sponsorship
- Media/social media/PR/marketing/communication
- Review/risk analysis/succession planning

PREVIOUS COMMUNITY PROJECTS – AN UPDATE

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

KENTISH COMMUNITY ROAD SAFETY BIKE PARK

2010 TLP PARTICIPANTS: SHONA BESWICK, MARK JEFFERSON, KACEY RUBIE AND DARRYN SMITH.

Vision: To develop a high quality community facility that enables children in the Kentish area to gain road safety education in a practical, fun and interactive way.

Update: The established Kentish Community Road Safety Partnership Committee had a vision to build a road safety bike park in the centre of Sheffield. Although they had the vision, they recognised the need to have significant other input to be able to fulfil this. The TLP graduates were therefore in a great position to join forces with two members of the committee to form a bike park project team. The two members are the local Police Officer and the Community Development Officer. The TLP graduates are contributing the necessary elements (community project management skills, construction knowledge and skills, and community and business connections) for planning, funding and delivering this project.

Working as a team, the project has generated commitments from local businesses and organisations for about \$53,000 worth of donated materials, labour and equipment. Further funds of almost \$27,000 have been committed by the Tasmanian Community Fund to complete the project. Plans have been drawn up and final arrangements are proceeding with council. There is significant support from local schools, the aged care facility and many local people who will be contributing to the project in some way. The council have donated the land and will maintain the facility as one of their assets once completed. Construction will begin in early February 2012, with an anticipated completion of all project components by the end of the 2012 financial year.

TASSIE TRAIL MOUNTAIN BIKE CHALLENGE (TTMBC)

2010 TLP PARTICIPANTS: MEG ARCHER, TONIA GRETSCHMANN AND WINTON MAHER.

Vision: To develop and run a community and activity based challenge in the north of the state that will make sustainable use of Tasmania's natural assets to make a positive difference for Tasmanians through engagement of broader local communities to raise funds for Variety Australia.

Update: Due to a number of factors, largely late commencement of event marketing and a high price point, the team, in conjunction with USM Events and Variety did not achieve baseline entry targets to hold the full-scale challenge in 2011, Instead, a promotional invitational ride on Day 3 of the proposed course (Cataract Gorge) was run on Wednesday 23rd November to showcase the event and its potential to key mountain bike community stakeholders and the press. The event was a success and this, combined with a revised approach for 2012 (specifically a more targeted marketing approach, pricing review and engagement of community networks), makes the team confident of delivering the inaugural event in November 2012 and ensuring its longevity. Key successes derived from the learning process include securing broad-based support for the event from key local communities (Bracknell, Deloraine and Devonport), Tasmanian Trail Association, Forestry Tasmania, Gunns, Meander Valley Council, Parks and Wildlife, Launceston City Council and Devonport City Council.

HUMAN LIBRARIES

2009 TLP PARTICIPANTS: AMANDA CASTRAY, JANE CROSSWELL, ANGELA DRIVER, JASON HAY, SIMON MATTHEWS, DION LESTER, MARK PARSSEY AND SHERRI RING.

Vision: To strengthen and support the work of the Launceston Human Libraries (LHL), who in partnership with Access Arts Link will co-ordinate the creation of a promotional seating installation.

Update: The Human Library is an innovative method designed to promote dialogue, reduce prejudices and encourage understanding. In its initial form the Human Library is a mobile library set up as a space for dialogue and interaction. Visitors to a Human Library are given the opportunity to speak informally with 'people on loan'; this latter group being extremely varied in age, sex and cultural background. After several unsuccessful attempts to establish a Hobart Human Library, this 2009 Learning Set agreed to change course and strengthen and support the work of the Launceston Human Libraries (LHL), who in partnership with Access Arts Link will co-ordinate the creation of permanent but transportable seating to be launched at an upcoming event of the LHL at Festivale. Access Arts Link is a not-for-profit incorporated association, based in Launceston that works with people with disabilities and differing cultural backgrounds to develop and showcase their artistic skills. LHL is a volunteer group with direct support from the Launceston City Council. This project was funded by the Tasmanian Community Support Levy.

NORTHERN YOUNG PROFESSIONALS NETWORK

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

Vision: To provide young professionals (aged 20–40) across all sectors 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 (NYPN) was established as a sub-committee of the Launceston Chamber of Commerce in November 2009. The NYPN continues to grow and currently boasts nearly 100 members. Now managed by an independent committee, NYPN has just completed its most recent annual plan and is aiming to grow membership further and solidify its 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: MATT DUROSE, LISA NELSON , MARK MASON AND STUART SMITH.

Vision: To collaborate 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, and employers.

Update: The end result of a partnership with the 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 by improving awareness and support for the mental health and wellbeing 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 OzHelp Foundation through feefor-service activities generated by the framework.

SMART POWER

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

Vision: 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 and 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 meters 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.

SKILLSBANK

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 a wide range of skills, knowledge, interests and experience across many industries and sectors and they have a high level of awareness of global, national and local issues and trends. Their range of skills can be applied in a variety of contexts:

- board membership, development and/or governance advice
- guest speaking and facilitation
- mentoring for staff, volunteers or clients
- business development and strategic planning
- organisational review and change management

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 them with one or more people who we think could help them meet their needs, absolutely free. Skillsbank runs each project, arranges introductions, provides support to the TLP Volunteer and monitors the outcomes.

Skillsbank gives 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

SKILLSBANK STEERING COMMITTEE

SARAH HENTY (until June 2011)

NATALIE HAYES (from June 2011) Skillsbank Coordinator, Tasmanian Leaders

LIZ 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

MAREE FUDGE (TLP '07) Principal, RDS Partners Pty Ltd



NATALIE HAYES, SKILLSBANK CO-ORDINATOR

SKILLSBANK PROJECTS

Projects currently underway or recently completed:

SAVE THE CHILDREN AUSTRALIA (TASMANIAN DIVISION) MARKETING STRATEGY

To provide strategic advice on the most effective and efficient way to market the 2011 Save The Children Australia (Tasmanian division) calendar of events.

TLP Project Volunteer: JANE CROSSWELL

SUSTAINABLE LIVING TASMANIA SLIDE PROJECT

To provide strategic advice and assistance with developing a business plan and a marketing plan for a Sustainable Living Information and Demonstration Exhibition.

TLP Project Volunteer: JASON UNWIN

RESOURCE WORK CO-OPERATIVE SOCIETY LTD

To deliver advice on mediation, conflict resolution and communication training for board members, coordinators and HR staff so that they may be better equipped to address instances of workplace conflict in the future.

TLP Project Volunteer: MICHELLE SWALLOW

FORWARD RADIO

To assist with the start-up of a radio station focused on mental health and well-being.

TLP Project Volunteer: CHRISTOPHER JOHN

STUDENTWORKS

A board position for someone with a background in Human Resources and Industrial Relations, with a view to updating the organisations' position descriptions, policies and procedures and production strategies in 2012. TLP Project Volunteer: WAYNE MURRAYLEE

And some that are just getting started now...

KARINYA YOUNG WOMEN'S SERVICE

To deliver advice and guidance on the re-development of the organisation's position descriptions and to build an organisational structure which ensures the long term sustainability of Karinya in a rapidly changing work sector.

VICE CHANCELLOR'S LEADERSHIP AWARD/ SKILLSBANK MENTOR PROGRAM

To help Tasmania's young leaders find their place in the community as they make the transition from university to work.

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 in which to live, work and do business.

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; and
- 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.

THANK YOU

TASMANIAN LEADERS WISH TO THANK THE FOLLOWING FOR THEIR WORK AND SUPPORT IN 2011.

SUPPORTERS OF PARTICIPANTS

Anglicare Tasmania Inc. Blundstone Australia Bruny Island Cheese Co. Cradle Coast Authority Cradle Mountain Water Department of Health and Human Services Department of Justice - Community Corrections Hazell Bros Group Pty Ltd KPMG Mount Gnomon Farm Net Sea Freight Tasmania Pty Ltd pitt&sherry Relationships Australia Tasmania Royal Hobart Hospital Southern Cross Care (Tas) Inc. Tasmanian Theatre Company Tasmanian Fire Service The Skills Institute University of Tasmania Volunteering Tasmania

tlp 2011 Participant Selection

SIMON BOOT Program Manager, Tasmanian Leaders Inc.

BOB CAMPBELL Chair, Tasmania Together Progress Board

ANGELA DRIVER (TLP '09) General Manager, Junction Arts Festival

STEPHEN PIPER (TLP '09) Regional Business Improvement Manager, Simplot Australia

GINNA WEBSTER (TLP '08) Director, Community Corrections, Department of Justice

STEVE WILLING (TLP '09) Coordinator Organisational Development, Tasmania Fire Service

IAN NELSON (TLP '07) General Manager - Human Resources, Huon Aquaculture Group

2011 LEADERSHIP CHAMPIONS

We would like to thank the following individuals for their involvement as one of our valued Leadership Champions for the 2011 Tasmanian Leaders Program.

Jane Bennett Richard Bovill Neroli Ellis Michael Field AC Lara Giddings MHA Matthew Groom MHA Peter Gutwein MHA Colleen McGann Norm McIlfatrick Robyn Moore Christine Mucha Dan Norton Felicity Novy David O'Byrne MHA Tom O'Meara John Pitt Martin Rees Heather Rose Kathryn Thomas Judy Tierney Albert van Zetten Mike Vertigan AC Malcolm White Don Wing Rob Woolley



TLP ALUMNI SUB-COMMITTEE

GINNA WEBSTER (TLP '08) Chair AMANDA CASTRAY (TLP '09) Vice Chair

FIONNA BOURNE (TLP '08) Secretary JOHN RALPH (TLP '07) Treasurer KATHERINE MIGUEL (TLP '08) LOUISE MILLS (TLP '07) SHERRI RING (TLP '09) TED ROSS (TLP '08) ANDY VAN EMMERIK (TLP '10) STEVE WILLING (TLP '09)

TLI BOARD MEMBERS



JOHN PERRY (CHAIR)

John recently joined American Airlines on their fast track leadership program after having completed his MBA at the University of Cambridge. He currently manages Europe Business Planning for the airline. Previously John was Head of Innovation and Enterprise for one of London's largest universities, 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 having earlier been a partner with a large Australasian 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 & Sales Executive for Blundstone, responsible for product and market development across the group. Blundstone is the iconic Australian boot sold around the world. 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). She is a Fellow of the Australian Marketing Institute, and was awarded Tasmanian Marketer of the Year in 2007.



GILLIAN BISCOE

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



ROBERT (BOB) CAMPBELL

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



LOU CLARK

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. For the past three years she has been the Executive Officer of the Launceston Chamber of Commerce, overseeing the day to day to operations of the highly successful and independent business based membership organisation. Lou has been involved with Festivale, one of the State's premier food and wine events for ten years and is the current Chair of the Launceston Festivale Committee Inc. She is a past President and current member of Tamar Sunrise Rotary Club. Lou is a committee member of Regional Development Australia (Tasmania) and on the board of management of Scotch Oakburn College. Lou is also a founding member of Bravehearts Regional Committee – Tasmania.



LIZ JACK

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



BRIAN LEWIS

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



IAN NELSON (TLP BOARD MEMBER UNTIL JUNE 2011)

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



GINNA WEBSTER

As the Director of Community Corrections (Tasmania), Ginna has overall responsibility for the strategic direction of the agency working with offenders on communitybased orders to reduce re-offending and contribute to a safer Tasmania. Ginna has almost ten years' experience in Corrective Services and between 2005 and 2008 she managed the transition to the new Risdon Prison Complex in Hobart. Prior to joining the Department of Justice, Ginna worked with the Australian Customs Service for over 18 years in Tasmania, the Northern Territory, New South Wales and the ACT. Ginna graduated from the Tasmanian Leaders Program in 2008 and is currently Chair of the Alumni.

TLP ALUMNI

Renee Anderson ('07) People Manager Distribution Business Aurora Energy

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

Tim Bishop ('07) Corporate Account Manager – Food & Beverage Group Pacific

Julia Curtis ('07) Assistant Director Unit & Frame Infrastructure and Business Register Unit Environment and Agriculture BSC and BRU Australian Bureau of Statistics

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

Maree Fudge ('07) Principal RDS Partners Pty Ltd

Kiros Hiruy ('07) PhD Candidate, Institute for Regional Development University of Tasmania

Christopher John ('07) Chief Executive Officer Lifeline Hobart

Wayne Johnson ('07) Adviser, Office of the Hon David O'Byrne MP

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

Tom Lewis ('07) RDS Partners Pty Ltd

Suzanne Martin ('07) Veterinarian

Zach McArthur ('07) Principal, WHK

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

Ian Nelson ('07) General Manager – Human Resources Huon Aquaculture Group Pty Ltd

John Ralph ('07) Client Manager Northern Regional Office Department of Economic Development, Tourism and the Arts

Sandie Silva ('07) Internal Communication Manager Aurora Energy

Michelle Swallow ('07) Director, Leadership and Change Consultants Pty Ltd

Jason Unwin ('07) Managing Director Workforce Health Assessors

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

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

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

Celia Bray ('08) Omni Consulting and Coaching

Vanessa Cox ('08) Company Director Necessary Group

Matt Durose ('08) Acting Director, eVisitor

Liila Hass ('08) Owner, Liila Hass Naturopathy

Sam Ibbott ('08)

Director, Marine Solutions Natasha Keep ('08) Manager , Business and Community Pty Ltd, Management Consultants

Mark Mason ('08) Principal Policy Analyst

Department of Health and Human Services

Katherine Miguel ('08) Business Manager, Klimate Solutions

Lisa Nelson ('08) Environmental Officer Grange Resources

Joe O'Byrne ('08) Manager – Northern Tasmania Fairbrother Group

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

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

John Ranicar ('08) Managing Director Ranicar Pacific Pty Ltd

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

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

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

Stuart Auckland ('09) Program Coordinator (Rural Health), University of Tasmania

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

Janet Carty (109) Executive Manager Health Transport Ambulance Tasmania, Department of Health and Human Services

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

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

Louise Clark ('09) Community Relations Specialist Rio Tinto Álcan

CEO.YMCA Hobart Angela Driver ('09) General Manas Tasmanian Leaders Inc.

Jane Crosswell ('09)

Jenny Edis ('09) Launceston Harvest Inc

Jason Hay ('09) Operations Manager Klimate Solutions

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

Simon Matthews ('09) Executive Director Christian Schools Tasmania

Zac McGee ('09) Production Manager Spring Bay Seafoods

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

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

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

Corey Peterson ('09) Sustainability Manager University of Tasmania

Stephen Piper ('09) Business Improvement Manager Rio Tinto mine at Gove in the Northern Territory

Sherri Ring ('09) Business Owner/Manager Energy Health Concepts

Narelle Smith ('09) State Coordinator Chronic Conditions Prevention and Management, Department of Health and Human Services

Stuart Wiggins ('09) General Manager VEC Civil Engineering Pty Ltd

Steve Willing ('09) Coordinator Organisational Development Tasmania Fire <mark>Service</mark>

Meg Archer (10) Executive Support, Office of the Dean of Education Faculty of Education, University of Tasmania

Ian Beswick (*10) Logistics Superintendent Simplot Australia

Shona Beswick (10) Director Beswick Administration & Training

Rebecca Gray ('10) Vocational Education and Trainir Officer Work & Training

Jo Gregg ('10) Senior Engineer/Project Manager SEMF Pty Ltd

Tonia Gretschmann ('10) Princpal The Paper Shed

Sam Horsman ('10) Manager, KPMG

Clynton Jaffray ('10) Business Manage University of Tasmania

Mark Jefferson (10) Manager Tasmania Sims Metal Management

Win Mahar ('10) Chief Financial Officer pitt&sherry

Simon Paul ('10) Coordinato Clarendon Vale Neighbourhood Centre Inc

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

Alan Radford ('10) Managing Director Speedfox Consultancy Pty Ltd

Kacey Rubie ('10) Acting Manager Community Nutrition Unit Community Nutrition Unit, Population Health, Department of Health and Human Services

Cat Schofield ('10) Strategic Nurse Coordinator Mental Health Services, Department of Health and Human Services

Michael Sims (10) Principal, Arbour Health

Natasha Slicer ('10)

Darryn Smith ('10) Manager North West Tasmania Fairbrother Pty Ltd

Andrew Truscott (*10) Manager Environmental Sustainability Ben Lomond Water

Andy Van Emmerik ('10) Principal Program Development Engineer, Department of Infrastructure, Energy and Resources

TLP ALUMNI SUB-COMMITTEE REPORT



Congratulations to all the graduates of the 2011 Tasmanian Leaders Program. It is very exciting to see our Alumni membership growing and we look forward to seeing new faces at our events across the state.

The Tasmanian Leaders Program Alumni was developed in 2007 with the aim of sustaining the involvement of graduates in ways which complemented the aims and objectives of the program. It is our hope that program graduates become financial members of the Alumni as it is our main source of income and directly enhances our capacity to provide and facilitate ongoing opportunities for personal and professional development, to further participate in community leadership and to engage in networking with other graduates and social activities.

The 2011–2012 Alumni sub-committee currently comprises Ginna Webster (Chair), Amanda Castray (Vice Chair), Fionna Bourne (Secretary), John Ralph (Treasurer), Katherine Miguel, Sherri Ring, Andy Van Emmerik and Steve Willing. The committee was fortunate that Louise Mills and Ted Ross continued their significant involvement in sub-committee activities beyond the annual general meeting in May. Thank you and congratulations to all sub-committee members for successfully executing Alumni responsibilities while juggling work and family commitments.

Over the past 12 months the successful Lunch with a Leader series continued in Launceston with an interesting variety of local leaders including Martin Gilmore, Richard Mulvaney, Jan Davis, Richard Cowling, Thomas O'Meara, Don Wing, Ian Pidd, Robert Wallace and Tony Powell. I would particularly like to thank Andrew Frost for his ongoing commitment in organising such a popular event.

In Hobart there have been further *Breakfast of Champions* events with inspiring leaders from across the globe. In March we hosted Tom Benyon, founder of ZANE – Zimbabwe A National Emergency – which provides charity to all sectors of the community in Zimbabwe; and in June we heard from Dr Ernesto Sirolli, a noted authority in the field of sustainable economic development. Closer to home, Andrew Wilkie MP told his leadership story at a breakfast in July.Thanks to Amanda Castray, Ted Ross, Sherri Ring and Angela Driver for their work with the breakfasts.

Since 2009 the Alumni Sub-Committee has organised an annual gathering of members and reached new heights with the 2011 Congress which was held in Launceston in conjunction with the launch of Skillsbank. The Congress included speakers from interstate as well as an opportunity for members to undertake the 'Britliant Boards' training facilitated by Patrick Moriarty of Our Community. I would particularly like to thank Shona Beswick and Angela Driver, as well as all members of the sub-committee for their hard work and dedication – it was a fantastic effort with fantastic results. The Congress, like all our regular events, provides a great opportunity to reconnect with old friends and meet new ones and in 2012 we look forward to welcoming the 2011 graduating class to our Congress in Hobart in July.

2011 also saw the Alumni continue the tradition of attending the mid-year retreat at Freycinet Lodge to meet current participants and talk to them formally – and most importantly informally over dinner – about the role of the Alumni. This has been very successful in the past and I would like to thank Gillian Biscoe and Brian Lewis for arranging time on the agenda for us.

Over the last twelve months the Alumni has enjoyed a more integrated relationship with TLI thanks in no small part to the efforts of General Manager Angela Driver and Skillsbank Co-ordinators Sarah Henty and Natalie Hayes. I would like to thank them for their support to the Alumni and for generally making my life easier! In 2012 we are looking forward to partnerships with the TLP that benefit both current participants and Alumni.

I would also like to thank John Perry and members of the TLI Board for their generous support of our activities and acknowledge their commitment to the Alumni with my appointment to the Board in August 2011.

In 2011, with our numbers growing, the Sub-Committee took the time to review our vision to make sure that we focus our energy on issues and events that are strategically important to our members. As a result we have a clear vision of what we would like to achieve as we move into the next phase of the Alumni.

The graduates of the 2011 Tasmanian Leaders Program should feel proud of all they have achieved over the last twelve months and I am sure there will be many exciting opportunities for them in the future. As a member of the Alumni, those opportunities will increase and we will be joined by another group of diverse, inspirational and talented leaders.

GINNA WEBSTER Chair, Alumni Sub-Committee January, 2012



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

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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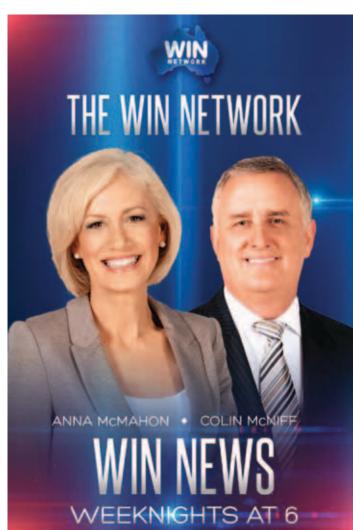


Leading the way...

> ...by reforming asmania's water & sewerage services

mountain

Congratulations to all participants in the Tasmanian Leaders Program



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.



OUR PARTNERS

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

GOVERNMENT PARTNER

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



MAJOR PARTNERS

For financial or other support at the Major Partner level









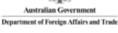
PROGRAM PARTNERS

For financial or other support at the Program Partner level











2011 PROGRAM SUPPORTERS

For support of a Tasmanian Leaders Program session or event

Salamanca Arts Centre Queen Victoria Museum and Art Gallery Hartz Mineral Water Gagebrook Community Centre St Vincent de Paul

Terrapin Puppet Theatre Tasmanian Regional Arts Hydro Tasmania Tasmania Prison Service Josef Chromy Wines Aurora Stadium University of Tasmania Parliament House Fine Drop Wines RACT Poco People

SKILLSBANK PARTNERS





Tasmania, one amazing island seven unique properties



Cradle Mountain Chateau Strahan Village Wrest Point The Henry Jones Art Hotel Federal Group Tasmania proudly supports the Tasmanian Leaders Program in the vision of developing the State's emerging leaders.

To make enquiries about holding your next conference, planning session or business event at any Federal Group Tasmania property Call: 03 6225 7560 Email: conference.sales@federalgroup.com.au Visit: www.federalgroup.com.au





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