TASMANIAN LEADERS YEARBOOK







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2012 GRADUATES AT THE MID-YEAR RESIDENTIAL, FREYCINET LODGE, SUNDAY JULY 22.

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.



2012 GRADUATES AT THE CLOSING RESIDENTIAL, CRADLE MOUNTAIN CHATEAU, SATURDAY DECEMBER 1.

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.



2012 GRADUATES AT THE BUSINESS AND INNOVATION LINKING SESSION, VISITING HAULMAX, THURSDAY MAY 17.

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, manages the Skillsbank initiative, and supports the Tasmanian Leaders Alumni (TLA) while also remaining committed to community leadership and Tasmanian leaders more generally.



ABOUT THE TASMANIAN LEADERS PROGRAM

The Tasmanian Leaders Program (TLP) 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 ACROSS ALL SECTORS, 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



- RETENTION IN TASMANIA OF SOME PARTICIPANTS WHO OTHERWISE MIGHT HAVE RELOCATED
- LONGER RETENTION
 IN TASMANIA OF, AND
 THEREFORE GREATER
 CONTRIBUTION FROM,
 SOME OF THOSE
 PARTICIPANTS WHO LEAVE
 TASMANIA
- 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



The class of 2012 are the sixth group to complete the Tasmanian Leaders Program, the content of which was again, tailored to the current critical issues relevant to Tasmania's future and to the participants themselves. Feedback received throughout the year indicates that the program continues to go from strength to strength.

As you can see from this yearbook, we had an outstanding group of participants and, as always, very strong competition for places on the program. We were particularly pleased that the program's geographical diversity again increased and we saw the strongest interest yet from regional Tasmania, notably the North-West Coast and the West Coast.

Completing the TLP is an outstanding achievement. It is a challenging program in a variety of ways. The session days are long and concentrated, often involving extensive travel pre and post sessions, and the action learning and participatory philosophy means that participants are expected to be actively engaged at all times. Furthermore, the group work is time consuming and intensive, while the personal and professional development sessions stretch the participants and can also, at times, be surprisingly confronting.

Each year participants have the privilege of being exposed to hundreds of business and community leaders, critical thinkers and experts who volunteer their time to foreshadow key issues, highlight opportunities, and tell inspiring stories of humility and hardship, with the aim of developing tomorrow's leaders. Thank you to everyone who presented, facilitated or spoke at one of our many sessions across Tasmania.

2012 has been a very busy year for Tasmanian Leaders Inc., our not-for-profit organisation that delivers the program. Our fantastic General Manager – TLP graduate Angela Driver – continued to improve the organisation and further professionalise many of our procedures and processes. With KPMG's guidance we transitioned to a new accounting system. We re-signed all of our major sponsors whose contracts were up for renewal: Federal Group (through Pure Tasmania), pitt&sherry and the three Tasmanian regional water corporations. We set a new strategic direction, which places a renewed emphasis on the ever expanding network of talented TLP graduates. We had our first trial of an exciting new concept, Thinkbank, which we are refining and developing for future events in 2013. We said farewell to two longstanding board members and welcomed three new board members. Natalie Hayes joined our office permanently (part-time) after providing maternityleave cover. And over the last twelve months, we were approached by people from three different countries seeking our assistance in their development of leadership programs - a fantastic endorsement of the success and impact that TLP is having for Tasmania.

The delivery of our sixth program has required huge amounts of work from many people. Each of our dedicated board members donates a remarkably generous amount of time and talent to the program as well as to the strategy, operation and governance of TLI. Brian Lewis and Gillian Biscoe once again made a great program outstanding. Their skill, commitment and passion for the program and the participants is extraordinary. Their amazing generosity and donation of time enable us to offer the three residential retreats at a quality and calibre we could not afford.

2012 has been an incredibly demanding year for me personally with a punishing travel and work schedule for my day job while my company undergoes a huge restructure. So I would particularly like to thank our General Manager, Angela and our Deputy Chair, Anthea Pritchard, for their understanding and patience with my paucity of time and their herculean efforts to do things that I wasn't able to. Anthea had many challenges to her time too, and I thank her both personally and on behalf of the organisation for all that she has managed to do this year for Tasmanian Leaders. Angela has done another fantastic job as General Manager and has managed to lure the 2013 Community Leadership Australia conference down to Tasmania – a great endorsement of her professional standing as well as our program's reputation within the Australian landscape.

This year we sadly said farewell to one of our founding board members, Bob Campbell, who stepped down after serving almost seven years, two of which were spent preparing for and seeking funding and then creating and developing the program before its launch in 2007. Bob contributed in many ways to our organisation during this time – as one of our funding lobbyists, presenter, facilitator, mentor, stand-in program manager for a linking session, and experienced board member. I have greatly valued Bob's sound advice and friendship over these years.

We also sadly said farewell to Liz Jack, who served as a board member for the past three and a half years and one of our foundation Leadership Champions. As a government representative on our board, Liz resigned when she left the Department of Economic Development Tourism and the Arts (DEDTA) to take on an exciting new role as General Manager of the Macquarie Point Development Project. We all know the difficult financial position that Tasmania has been in over the past few years and Liz has worked hard during this time to help negotiate the Government's financial support of the program and our organisation.

We wish Bob and Liz all the best and thank them again for all they have given to TLI. While we will miss them, we are delighted that both have agreed to remain connected to our organisation as Leadership Champions.

Thank you also to TLP graduates Lou Clark and Ginna Webster, both of whom contributed extensively over 2012 to the board. Ginna also contributed enormously to developing and driving the Tasmanian Leaders Alumni as their chair, before handing over the reins to Amanda Castray, while Lou took a leading role, alongside Gillian Biscoe, to provide guidance and feedback for the learning set projects. While we were sad to see two board members step down in 2012, we are fortunate to welcome three outstanding new board members:

- Mark Kelleher, an experienced business and public sector executive who is currently the Secretary of DEDTA, the department which has supported us in so many ways over the last six years;
- Rob Woolley, business leader and company director and one of our foundation Leadership Champions; and
- David Sadler, a senior international mining executive with a strong interest in leadership.

We are already benefiting from each of their business and organisational leadership experience and knowledge and look forward to their continued contributions.

2012 saw a number of our Leadership Champions complete their terms of service and TLI welcome many new talented business and community leaders to replace them in our Leadership Champion ranks. As always, it has been extraordinary the many ways in which this exceptional group have helped the participants, graduates and organisation. We thank the outgoing, remaining and commencing Leadership Champions for all that they do and have done to support the program, organisation and participants.

It is also pleasing to see the support to our organisation from our graduates, who continue to volunteer in the community, within and outside Skillsbank, and manage the Tasmanian Leaders Alumni, which continues to professionalise and extend offerings available to their members.

Very importantly we thank the financial sponsors of Tasmanian Leaders, without whose support, the program and our other activities and initiatives would not be possible:

We thank our biggest single financial supporter, the Tasmanian Government, and the DEDTA specifically, for their vital on-going support. Each year that we have delivered the TLP, we have broadened our financial base thereby enabling the Government to reduce its contribution both in real terms and proportionately over the years. However, to ensure participant diversity and that certain sectors and smaller organisations are not excluded from this opportunity, we have kept our fees lower than broadly comparable programs in other parts of Australia. Given this, the services we offer and the size of the corporate base in Tasmania, we will continue to need the Government's financial support and are most grateful for their vital on-going partnership.

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

Thank you once again to the Federal Group, which has continued to provide excellent facilities and significant in-kind support for our residential retreats and accommodation for guest speakers at some of our linking sessions. And thank you to WIN Television, which renewed its sponsorship with us last year, for broadcasting TLP advertisements during our recruitment period. We also thank our program partners for 2012 including the Launceston Chamber of Commerce and Regional Development Australia Tasmania for sharing some of their fantastic office space with TLI in Launceston; the Department of Foreign Affairs and Trade which again provided financial support and assisted us with guest speakers; VEC engineering for financial support and for hosting a networking event in Burnie; and our scholarship partners, RDS Partners and Tasmanian Early Years Foundation, for supporting placements for three of the 2012 graduates.

Last, but not least, a thank you to the supporters of our work in the community through Skillsbank, the VVD Booth Estate and Forestry Tasmania.

The program absorbs a lot of time throughout the year and is a challenge for participants' partners and family, as well as the participants themselves. And although the program takes up a greater proportion of personal time than work time, employers, nonetheless, need to allow participants to be away from the organisation for approximately 14 days over the course of the year.

A huge congratulations to all for making it through. The good news is that from past experience, employers, participants and their family all find it worthwhile with many unexpected and subsequent benefits. We look forward to staying in touch and hearing all about their exciting journeys ahead.

JOHN PERRY Chair, Tasmanian Leaders Inc.



2012 TLP GRADUATE, TRACEY TASKEN BUSINESS AND INNOVATION LINKING SESSION, THURSDAY MARCH 17.



2012 TLP LEARNING SET, CLOSING RESIDENTIAL, CRADLE MOUNTAIN CHATEAU, FRIDAY NOVEMBER 30.

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2012 PARTICIPANT BEN MAYNARD, MANAGER MINE TO METAL PRODUCTION & PLANNING, GRANGE RESOURCES, SHARED HIS JOURNEY WITH THE TASMANIAN LEADERS PROGRAM AT THE NORTHERN NETWORKING EVENT ON AUGUST 17, 2012. BELOW IS A TRANSCRIPT OF HIS SPEECH, PRODUCED WITH BEN'S PERMISSION.





I've been asked to talk about my TLP journey so I'd like to talk about where I've come from, where things might be heading and the impact of the Tasmanian Leaders Program on me so far.

Grange Resources is a mining company that mines iron ore at Savage River, on the West Coast of Tasmania. We mine magnetite, crush it, grind it, pump it down an 85km pipeline, turn it into pellets and, finally, ship it out of Port Latta, usually to China.

I was fortunate to get a start at Savage River about 15 years ago. I had just completed my geology degree at the University of Tasmania in Hobart, and while there were opportunities to travel around Australia, I was keen to stay here. The mining industry was struggling at that time, and there was a lot of competition for work for geologists. Unfortunately, at that time, the competition was mostly in the field of pizza delivery!

It was a great opportunity to start up with the mine then. I was able to work through many different roles across geology, including IT, mine engineering and planning. This gave me a great overview of our operation. We survived in a marginal business for a long time, which is a complex environment for a mine. However, the place was sustained by good people and we had pockets of excellence across all areas of the operation.

Over the last three years, we have transformed our business. We have built a management operating system (MOS), which is a system of business-wide management standards, to incorporate the plan-do-check-act cycle into every area of our operation. In doing that, we built a culture of innovation and continuous improvement. The MOS helps us to plan, review our plan, identify bottlenecks and issues and help our people succeed.

Through that process of transformation I learnt a great deal, not only about our business, but also about myself. I moved from leading a small team of 10 people, to heading up 40 technical staff. With Grange investing in developing leaders and building succession plans for the business, I now look after more than 400 employees across the technical services and operation areas.

It's an exciting and dynamic place to be and I have been privileged to help establish teams that have been able to solve some significant and challenging problems. It's great to be in a place where people are part of something bigger than themselves.

The Tasmanian Leaders Program could not have come at a better time. I had undergone a paradigm shift and was getting a taste for the potential within myself and within our business... but I needed some help to get there. I wanted to learn more about businesses and industry and about other ways things could be done. I needed to learn how our business was connected to the social and political aspects of our community. I needed to develop some confidence to help me push through old thinking and resistance and I needed some tools to cope with some brave new ideas I hadn't encountered before.

John Maxwell said, "Life is 10% of what happens to you, and 90% of how you react to it." I am certainly being tested in this area and the TLP is giving us some tools that enable us to react better in order to achieve better outcomes

The program, so far, has been inspiring, energising, confronting, empowering and awakening. It has exposed me to so much that I hadn't thought about before. Gillian put out the challenge early on that whatever Tasmania was going to be like in 2020, she wasn't going to just stand by and let it happen!

The things that set the TLP apart for me are its polished, professional organisation; a well-designed and delivered program; its integration of learning and practical application; different styles of delivery in environments where things come alive; and the elements of practical outworking and constant review bring the learning home.

And that's to say nothing of the speakers! They are all of such a high calibre, across an enormous variety of sectors, industries and backgrounds, and we are lucky and grateful that they are so willing to give their time to invest in the leaders of the future.

A significant part of the TLP journey is travelling with others. It helps to reflect on where you are, and opens your eyes to experiences and situations you could never have even imagined... and it makes it a heck of a lot more fun! I am humbled to share this amazing experience with the group that we have here and can see that it is by our shared experience that we challenge, sharpen and focus each other to be more effective.

I can see that for all the systems and processes, it all rises and falls on leadership. We need people to be prepared to take a stand; to think about others and to help one another. This is what makes great people, great leaders, better businesses...and will make a better Tasmania.

Finally, thanks to the employers who understand the importance of good leadership and believe in the participants enough to invest in this program.

BEN MAYNARD

Manager Mine to Metal Production & Planning Grange Resources

THE TLP JOURNEY

2012 PARTICIPANT MARGIE JENKIN, EXECUTIVE OFFICER, LANDCARE, SHARED HER JOURNEY WITH THE TASMANIAN LEADERS PROGRAM AT A NETWORKING EVENT ON NOVEMBER 16, IN HOBART. BELOW IS A TRANSCRIPT OF HER SPEECH PRODUCED WITH MARGIE'S KIND PERMISSION.



As a participant of TLP6 my year has been jam-packed with extraordinary learning opportunities.

Some of these have been methods to improve strategy and performance in the workplace; some have been exposure to the challenges and opportunities facing our State, and in some cases humanity. There have also been immense opportunities for personal growth and learning.

A strong and powerful theme on myTLP journey has been the importance of awareness: without it, you cannot grow.

At our opening residential in Strahan Brian Lewis and Gillian Biscoe introduced us to the 'learning sequence' – the first stage being unconscious incompetence, where you really don't know what you don't know – the stage of blissful ignorance. By day three we'd completed our Myers Briggs Type Indicator, and now wearing our preferences with pride, we got into groups of people unlike ourselves to discuss 'Bug-Me Behaviours'. One of the people in my group explained how much a colleague got on his wick, leaving everything until the last moment. I was quite gob-smacked and really needed subtitles. What was the problem?

Throughout the year on so many levels I've met myself. The program has held up a mirror and invited reflection and self-learning. To become aware means stepping into that second stage in the learning sequence: conscious incompetence and identifying a need – recognising the gap. Without awareness we can essentially be wandering through life with our fly down. TLP is the good friend who points at your crutch (metaphorically) and then lets you build on your own abilities with a handy toolbox that's been stocked with methods, resources and contacts.

But awareness is quintessential on this journey. For me, I now read the paper (and other media) differently, with a heightened sense of citizenship and an intrigue in leadership and in leaders. How clear is their vision and how effectively are they taking people with them? I'm seeing leaders in various places: in business, in government, in the community and in my own family.

This very day three years ago, my brother in law was tragically killed in a farming accident. My sister's vision to successfully run the farm and to ensure her teenage children flourished has been inspirational, both to our family and to her community.

It's said that people are like tea leaves. Until they are in hot water, you don't know how strong they become.

I work with Landcare Tasmania, a not for profit, that supports and represents community Landcare across the State, including Landcare, Coastcare, Bushcare, Wildcare, friends of such groups and individual landowners working on Landcare projects. Two years ago Landcare Tasmania was facing insolvency and it was that hot water that strengthened our organisation by forcing us to focus our vision, galvanise our membership and highlight our points of difference. Like so many organisations, we have to consciously re-visit our purpose to ensure we remain relevant. Awareness is critical.

Some of you may have noticed the return of the Aurora Australis today after almost nine weeks at sea. It's 12 days late getting back to Hobart. You may have heard that they were stuck in the ice – all rather Shackletonesque. My partner was the voyage leader and I'm very much looking forward to our Chatham House, kitchen table debrief on the trials and tribulations in the ice. They also ran out of coffee about four weeks ago. Yes, first world problem, but sure to nudge some out of their physiological comfort zone! There were also rumours that they were going to run out of toilet paper, which understandably fuelled a culture of roll stashing! The challenges in leadership!

MyTLP journey is just beginning. I look forward to practicing new methods and usingTLP tools in the next stage of the learning sequence, conscious competence. Awareness must be central to personal learning and reflection – in workplaces leading our teams, in our personal lives and in our communities.

I'd like to thank other participants of TLP6 who have been on the road trip. We are a diverse bunch and that's no accident. The mix of participants has brought vast and varied views, enabling us all to challenge our assumptions on so many levels.

A big cheer also to Angela Driver who does a remarkable job as General Manager and my thanks to the Tasmanian Leaders Board and Alumni.

And of course all the employers who believe in the participants enough to invest in the program for their staff! Thank you.

MARGIE JENKIN Executive Officer Landcare



TLP 2012 PROGRAM

THE 2012 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 9 February – Sunday 12 February
Mid-year Residential	Freycinet Lodge, Coles Bay	Friday 20 July – Sunday 22 July
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 30 November – Sunday 2 December

LINKING SESSIONS GOVERNANCE THURSDAY MARCH 8-FRIDAY MARCH 9, 2012 Parliament House, Hobart 2012 Program Launch Liz Jack Deputy Secretary, Department of Economic Development, MC Tourism and the Arts Dan Norton Director, Trinitas Pty Ltd Speaker Christine Mucha Non-Executive Director Speaker David O'Byrne MP Minister for Infrastructure, Workplace Speaker Relations, Economic Development, Science Innovation and Technology, Police and Emergency Management, Labor Party Peter Rathjen Vice Chancellor, Speaker University of Tasmania A Clean, Contemporary and Cutting Natasha Cica Director, Inglis Clark Centre for Civil Society, Facilitator Edge Public Service: How can University of Tasmania bureaucracy/government be flexible, Mark Kelleher Secretary, Department of Economic Development, Panellist responsive and innovative in a rapidly Tourism and the Arts changing external landscape, while being ethical, transparent and able to Mike Blake Auditor General of Tasmania Panellist deal with dissent? Robin Banks Anti-Discrimination Commissioner, Office of the Anti-Panellist Discrimination Commission Beyond Whistleblowing... David Obendorf Veterinarian Scientist Presenter to Moral Courage Development, Democracy and Human Matt Killingsworth Lecturer in International Relations, Presenter Rights – International Governance School of Government, University of Tasmania Good Governance: Leadership and Richard Herr OAM Honorary Associate, School of Government, Presenter Parliamentary Reform in Tasmania University of Tasmania Governance in Tasmania 2012 Mark Thomas M&M Communications Presenter Elise Archer MP Liberal Member for Denison Panellist Michael Field AC Panellist Nick McKim Greens Member for Franklin Panellist Ruth Forrest MLC Independent for Murchison Panellist Geoffrey Mitchell OBE Non-Executive Director, Mizuho International Corporate Governance Presenter International Leadership Story Rob Pennicott Managing Director, Pennicott Wilderness Journeys Presenter Leadership Styles Steve Willing Coordinator Organisational Development, Presenter Tasmania Fire Service Public Speaking: Tips and Tricks Jonathan McComb Member, Toast Masters Presenter Marly Flynn Member, Toast Masters Presenter

Bob Campbell Chair, Tasmania Together Progress Board

Mark Bailey Parliamentary Officer, Bills and Papers,

Legislative Council

Sakura Oddie Project Officer (Benchmarking), Tasmania Together

Presenter

Presenter

Site Host

Tasmania Together:The Community's Plan for 2020

Tour of Parliament House

BUSINESS AND INNOVATION THURSDAY APRIL 19-FRIDAY APRIL 20, 2012

North West Coast		
Innovation, Beyond Aspiration	Maree Gleeson Manager, Academic Projects, Institute for Regional Development, University of Tasmania	Facilitator
	Jason Purdie Editor, The Advocate	Panellist
	Roger Jaensch Executive Chairman, Cradle Coast Authority	Panellist
	Warren Moore Principal Consultant and Proprietor, Moore Consulting	Panellist
Leadership Story	Stuart Wiggins General Manager, VEC Civil Engineering Pty Ltd	Presenter
North West Coast - Industry and Innovation	Robyn Eversole Director, Institute for Regional Development, University of Tasmania	Presenter
Site Visit	Helen Faber Manager Chemical Processes, Botanical Resources Australia	Tour Guide
Site Visit	Jason Whiteley Production Manager, Railmax	Tour Guide
Site Visit	Lee Whiteley Managing Director, Southern Prospect	Tour Guide
Site Visit	Louise Thynne + Students Director of VET, Marist Regional College	Tour Guide
Site Visit	Matthew Brown CEO, ShellQuip	Tour Guide
Site Visit	Russell Steers Business Manager, Makers Workshop	Tour Guide
Site Visit	Simon Drum General Manager, Harvest Moon	Tour Guide
Site Visit – Hellyers Road Distillery	Mark Littler General Manager, Betta Milk Cooperative Society Ltd	Tour Guide
Social Innovation	Penelope Dodd Founder and Project Manager, Produce to the People	Presenter

ECONOMY FRIDAY MAY 18-SATURDAY MAY 19, 2012 Queen Victoria Museum and Art Gallery, Inveresk Change Toolbox **Owen Tilbury** WHK Business Growth Facilitator, Presenter WHK Business Growth Growing Business and Andrew Olivier CEO, The Working Journey Presenter Entrepreneurship Ignoring the Principles Peter Whish-Wilson Lecturer, School of Economics and Finance, Presenter of Finance: The GFC and University of Tasmania Lessons for Tasmania Is Our Economy Broke? Graham Wood Lecturer, School of Philosophy, University of Tasmania Panellist Guy Barnett Director, Guy Barnett Consulting Panellist Jane Bennett Independent Consultant and Non-Executive Panellist Director, ABC Polly McGee Senior Lecturer in Commercialisation and Facilitator Entrepreneurship, Australian Innovation Research Centre, University of Tasmania Sinclair Davidson Professor of Economics, RMIT Panellist Leadership Lessons to Create John Lord Chairman, Tasmanian Irrigation Pty Ltd Presenter a Sustainable Tasmania Sinclair Davidson Professor of Economics, RMIT Presenter Productivity and Tax Reform Tasmania in the Edward Sulikowski Director, Department of Foreign Affairs Presenter Asian Century and Trade The Power of the Word in Robyn Moore Australia's most in-demand female speaker Presenter Being an Audacious Leader The Tasmanian Economy: Martin Rees Partner, KPMG - Launceston Panellist Challenges and Opportunities

COMMUNITY FRIDAY JUNE 22 - SATURDAY JUNE 23, 2012 Bridgewater LINC, Bridgewater

Activists: What Have You	Emma Hasswell Founder, Brightside Farm	Presenter
Gained and How Have You Paid?	Rodney Croome Campaign Coordinator, Australian Marriage Equality	Presenter
Community Safety: Offenders,	Barry Greenberry Director of Prisons, Department of Justice	Panellist
Victims and Sentencing	Catherine Rheinberger Magistrate, Department of Justice	Panellist
	Debra Rabe ManagerVictim Support Services, Department of Justice	Panellist
	Ginna Webster Director, Community Corrections, Department of Justice	Facilitator
	Hannah Graham Associate Professor in Criminology and Corrections, School of Sociology and Social Work, University of Tasmania	Panellist
Do Relationships Matter?	Michael Kelly Deputy CEO, Relationships Australia - Tasmania	Presenter
Leadership Story	David Sadler Director, HSE Australia Pacific Barrick Gold	Presenter
Site Tour	Gerard Tracey Project Manager – Post Release Options Project, Bethlehem House	Site Host
Social Inclusion Agenda: Where Is It At and Where Will It Head Next?	David Adams Professor in Management and Innovation, School of Management, University of Tasmania	Presenter
The Science of Flourishing: Understanding Happiness to Lead Yourself and Others	Katherine Street Coach, Trainer & Facilitator, People Flourishing	Presenter
Values Based Leadership	David O'Byrne Minister for Infrastructure, Workplace Relations, Economic Development, Science Innovation and Technology, Police and Emergency Management, Labor Party	Presenter
World Café: Personal Stories from Local Advocates	Kiros Hiruy PhD Candidate, Institute for Regional Development, University of Tasmania	Panellist
	Lucy Lester Mental Health Advocate	Panellist

HEALTH AND WELLBEING FRIDAY AUGUST 17-SATURDAY AUGUST 18

Institute of Sport (Silverdome	e) and UTAS School of Architecture and Design, Launceston	
Health and Wellbeing:A Personal Perspective	Ricky Langford Managing Director, Healthy Business Performance Group	Presenter
Leadership Story	Ben Groom General Manager Strategy, Melbourne Football Club	Presenter
Leading in Times of Change	Ros Cardinal Principal Consultant, Shaping Change	Presenter
Performance Management: Inspiring Peak Performance	Sally Dark Director Consulting, KPMG	Presenter
Population Health: DHHS Leading on Health and Wellbeing	Roscoe Taylor Director Public Health, Department of Health and Human Services	Presenter
Sexual Health is for More Than Just the Young	Rachel Wotton Co-Founder, Touching Base	Presenter
Site Visit	Denise Delphin Manager, Northern Suburbs Community Centre	Site Host
Site Visit	Ian Wright CEO, St Giles	Site Host
Site Visit	Ian Adams Chief Operating Officer, Southern Cross Care	Site Host
Site Visit	Steve Fitzallen Senior Minister, Door of Hope	Site Host
Networking Event	Melissa Carlton OAM Australian Paralympian	Speaker
Site Visit	Terry Brain Staff Specialist, Launceston General Hospital	Site Host
Suicide Prevention	Martin Harris Lecturer, Department of Rural Health, University of Tasmania	Presenter
The Cost of Health and	Judy Tierney Journalist, Self-employed	Facilitator
Wellbeing	Graeme Lynch CEO, National Heart Foundation Tasmania	Panellist
	Michelle O'Byrne Minister for Health, Children, Sport and Recreation, Labor Party	Panellist
	Jade Barker Board Member, TasCOSS	Panellist
	Simon Barnsley CEO, Cancer Council Tasmania	Panellist

SUSTAINABILITY FRIDAY SEPTEMBER 21-SATURDAY SEPTEMBER 22, 2012 University of Tasmania,

Sandy Bay Campus, Hobart

Sandy Bay Campus, Hobart		
Challenges and Opportunities In Traditional Industries Arising from Significant Global Market Changes: Fishing	Fiona Ewing Community Engagement Officer, Tassal	Presenter
Challenges and Opportunities In Traditional Industries Arising from Significant Global Market Changes: Forestry	Michael Wood Assistant General Manager Strategic Business, Forestry Tasmania	Presenter
Creating Sustainable and Liveable Communities in Tasmania	Helen Norrie Lecturer, School of Architecture and Design, University of Tasmania	Presenter
Debate: Sustainable Growth	Jim McCormack Director, Whetstone Pty Ltd	Moderator
is Possible and Desirable	Greg Barns Barrister, Writer and Company Director	Affirmative
	Richard Eccelston Associate Professor, School of Government, University of Tasmania	Affirmative
	Norm McIIfatrick Secretary, Department of Infrastructure, Energy and Resources	Affirmative
	James McKee CEO, NRM North	Negative
	Paul Gilding Independent Writer and Advisor	Negative
	Phil Harrington Principal Consultant – Climate Change, pitt&sherry	Negative
Enneagram Workshop	Maria Flynn Principal, Sullivan Flynn Consulting	Presenter
	Paula Sullivan Principal, Sullivan Flynn Consulting	Presenter
Getting Philosophical Panel	Maree Fudge Partner, RDS Partners	Facilitator
Discussion: Are We Having the Right Conversation?	Elaine Stratford Associate Professor, School of Geography and Environmental Studies, University of Tasmania	Panellist
	Helen Camakaris Professor of Genetics, University of Melbourne	Panellist
	Peter Boyer Writer	Panellist
Leadership Implications: Summary, Synthesis, and Discussion	Maree Fudge Partner, RDS Partners	Presenter
Sustainability in a Dynamic World: Challenges for Tasmania	Kim Houghton Director, Strategic Economic Solutions	Presenter

PADDOCK TO PLATE FRIDAY OCTOBER 19-SATURDAY OCTOBER 20, 2012

Northern Integrated Care Services, Launceston

"Denton" on Marketing	Allan Walsh Case Manager, ITSA	Facilitator
	Mark Littler General Manager, Betta Milk Cooperative Society Ltd	Panellist
	Natasha Nieuwhof Director, Goaty Hill Wines	Panellist
	Nick Haddow Owner, Bruny Island Cheese	Panellist
Climate Change and its Impacts on Tasmania's Aspirations as a 'Food Bowl'	Tony Press CEO, Antarctic, Climate and Ecosystems, Cooperative Research Centre	Presenter
Dinner at Fresh – "Mummy Why Don't We Eat the Cat?"	Andrea Dawkins Owner, Fresh	Presenter
Interview Tips and Techniques	Danielle Blewett Communications and Fundraising Manager, St Giles	Presenter
Leadership Story	Guy Robertson Co-owner, Mt Gnomon Farm	Presenter
Leadership Story: Leadership in a Technological Age	Greg McCann Managing Director and Principal, Excentor Group of Companies	Presenter
Media Training	Garry Bailey Media and PR Consultant, 3P Consulting	Presenter
People's Food Plan	Sandra Murray Lecturer in Food Nutrition and Public Health, School of Life Sciences, University of Tasmania	Presenter

Routes to Market	Jan Davis CEO, Tasmanian Farmers and Graziers Association	Facilitator
	Don Thomson Owner, Black Ridge Farm	Panellist
	Kim Seagram Owner, Stillwater River Café and Black Cow Bistro	Panellist
	Paul Bennett Director, Ashgrove Cheese	Panellist
Tasmania's Food Bowl Vision	Chris Oldfield CEO, Tasmanian Irrigation Pty Ltd	Presenter
There are More Than Spuds in Scottsdale	Kate Flinders Defence Scientist, Human Protection and Performance Division, Defence, Science and Technology Organisation.	Presenter
What Influences the Tasmanian Plate?	Jane Bennett Chair, Tasmanian Food Industry Advisory Council	Presenter

EDUCATION AND LEARNING FRIDAY NOVEMBER 16- SATURDAY NOVEMBER 17, 2012

Menzies Centre, University o	fTasmania, Hobart	
How Did We Get Here, and What Can We Learn from the Journey?	Mark Bowles Deputy General Manager, Skills Tasmania	Presenter
Leadership Story	Jacqueline Pascarl Writer and Social Entrepreneur, Operation Angel	Presenter
Leadership Story	Joan O'Shea Quality Director, Goodman Fielder	Presenter
Leadership Story	Mike Vertigan AC Chairman, MyState Limited	Presenter
Learning from the Learner	Jo-Ellen Fejgl Student/Finalist, School-Based Trainee of the Year, Freemason's Homes/Claremont College	Interviewee
Measuring Learning and Maximising Teacher Effectiveness	Ben Jensen Director, School Education Program, Grattan Institute	Presenter
Networking Event	Bob Gordon Managing Director, Forestry Tasmania	Speaker
Open Space Conversations	Jill Currey Manager Leadership and Learning, Human Resources, University of Tasmania	Host
Beyond Literacy and	Alison Standen General Manager - Tasmania, The Smith Family	Facilitator
Numeracy	Helen Hortle Coordinator, Tasmanian Centre for Global Learning	Panellist
	Karen Swabey Associate Professor and Head Of School, Faculty of Education, University of Tasmania	Panellist
	Nicholas Heyward Managing Director, Tasmanian Symphony Orchestra	Panellist
Learning Should be Throughout Life, but Public Funding is Finite. So Where is it Most Important to Invest?	Kym Goodes Director, 3P Consulting	Facilitator
	Aileen Ashford Commissioner of Children and Board Member, Tasmanian Early Years Foundation	Panellist
	Colin Pettit Secretary, Department of Education	Panellist
	Nick Evans Director, Community Development Division, Department of Premier and Cabinet	Panellist
	Sue Leitch CEO, Council on the Ageing	Panellist
Welcome to Country and Learning	Kris Schaffer Owner and Operator, Teacher, Gardner, Artist, Bush Foods Garden Design	Presenter
What are We Doing Here? Leading with Purpose	Steve Willing Coordinator Organisational Development, Tasmania Fire Service	Presenter





























"Life is change. Growth is optional. Choose wisely."

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TLP 2012 GRADUATES

Frances BARTLETT

Chief Executive Officer

ST VINCENT DE PAUL SOCIETY (TASMANIA) INC.

Frances Bartlett has worked with the St Vincent de Paul Society in Tasmania for the past seven years. Prior to that, she studied a Bachelor of Commerce at the University of Tasmania, then completed the Certified Accounting program while working in public practice at Johnson Breward in Launceston. Frances' first role at Vinnies was the newly created position of State Financial Controller. Her role was then reclassified in July 2010 and she become the first Chief Executive Officer for the Society in Tasmania. Frances' role supports the large team of dedicated staff and volunteers, while building pathways and facilitating programs undertaken by the large not-for-profit organisation. Frances is passionate about furthering the varied good works of the Society in Tasmania, enabling others to achieve their goals and assisting them to live their lives as they choose.

Prior to participating in the Tasmanian Leaders Program, I had heard graduates reflect that 'it will change your life'. I can now resoundingly concur. Without knowing precisely when or how, the program has been life changing. I appreciate that each day, each choice and each individual action add up to the sum of our being and our impact on this world. But no pressure! Every step in my journey has been a privilege, to nurture every opportunity for personal growth through a series of sophisticated methods applied by Tasmanian Leaders. The candid discussions and information were inspiring. For me, the depth of the characters that have entered my life through the program is the single biggest highlight. Holding a far greater awareness now of my own character is a pretty close second.

It would be fair to acknowledge that my time management skills have vastly improved. However, of greater importance, the experience has shifted my perspective and future priorities. While outcomes are certainly important, I now want to be more present through the process. I feel I am more open to where a situation may take me and am able to adjust my thinking and, in turn, my reactions. I am so grateful to Tasmanian Leaders for reigniting my love of conversation and learning. I have now committed to further professional study and am excited to see where opportunities may take me. It is my hope to continue to meet and work closely with the fascinating and talented Tasmanians who shape our community.



⁶⁶ I APPRECIATE THAT EACH DAY, EACH CHOICE AND EACH INDIVIDUAL ACTION ADD UP TO THE SUM OF OUR BEING AND OUR IMPACT ON THIS WORLD. ⁹⁹



Jane BOWLES

Human Resources Officer

THE EXAMINER

Jane Bowles grew up in Burnie, before relocating to Launceston to undertake a Bachelor of Contemporary Arts (Theatre). Graduating in 2007, Jane commenced a series of technical and performing roles in various Launceston-based theatre companies. During this time, she trained as a classical singer, which led to a series of performances across the state. In 2008, Jane commenced employment with The Examiner, firstly in advertising sales, and then as the personal assistant to the general manager. In 2010, an opportunity to be part of the human resources team was presented to her, where she realised her passion to guide people through their careers and nurture their potential. Jane recognises that creativity is her biggest driver, often seeking opportunities to express this through theatre, music, art and design.

I always knew that my life wouldn't be 'ordinary', but didn't contemplate what this meant. The Tasmanian Leaders Program has made me appreciate the many possibilities that Tasmania has to explore. As I commenced the program, I had a sense of trepidation as to whether I belonged. However, the journey made me appreciate my capabilities and potential, particularly my leadership qualities, which was a turning point in my experience.

The program speakers were inspiring but on reflection, the greatest learning is drawn from my fellow participants. I feel privileged to have developed these relationships. I have grown both personally and professionally, and have the tools to continue this growth beyond the program. I am realising the impact of the journey each day, finding that I undertake my responsibilities with a new perspective. I now understand that I want to make a positive difference in my personal and professional life. From a career perspective, this means reaching a position of influence where I can be most effective. This includes using my time effectively to make positive change for my communities and myself. Having recognised my strength in leadership qualities, I will now harness these qualities to make a difference in the work environment and my life. I have given myself permission to lead.

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 PERSONALLY AND
 PROFESSIONALLY, AND HAVE
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"...A LIFE-ALERTING JOURNEY... [THAT HAS] OPENED MY EYES TO THIS INCREDIBLE STATE THAT WE LIVE IN, THE AMAZING PEOPLE THAT MAKE IT SO, AND THE COUNTLESS OPPORTUNITIES OPEN TO TASMANIA. "



Senior Consultant

FONT PR

Lucinda Bray is a highly experienced communications specialist, with ten years' experience in the industry. She works across a wide range of brands, delivering services from strategic communications planning and media conferences to staging large-scale events and devising social media campaigns. A lover of all things social, Lucinda's passion lies in media and event management. Lucinda has extensive knowledge in developing strategic communications plans, speech writing, media relations, events, internal communications and stakeholder management practices. She has developed and driven creative and innovative communication campaigns for government departments, not-for-profit organisations and corporate businesses. Lucinda is a board member for the Brain Injury Association of Tasmania and holds a Bachelor of Arts degree, majoring in journalism and political science. Lucinda is also a member of the Public Relations Institute of Australia (MPRIA).

The Tasmanian Leaders Program has been an incredible journey from start to finish. At times it was a challenging experience; being pushed so far outside my comfort zone and at other times a truly moving personal experience. From the intimidating first day in Strahan, to the emotional closing in Cradle Mountain, it has certainly been a life-alerting journey. The program was much more about personal growth than I had expected, and I feel that I have evolved into an improved version of myself. It opened my eyes to this incredible state that we live in, the amazing people that make it so, and the countless opportunities open to Tasmania.

Now that my feet are firmly planted back on the ground, I am looking forward to continuing to review and implement the many models presented to us during the program. I can already see the positive impact of sharing these tools within my organisation, ranging from workplace culture and behaviours, through to policy and procedures and management practices. Moving forward, I plan to establish a monthly Font cascade meeting, to continue the conversations around specific learning relevant to our industry. This is only the very start of the journey for me and I am excited about what the future might hold for my leadership journey.





Cheryl FULLER

Deputy Mayor

CENTRAL COAST COUNCIL

Joint recipient of the RDS Partners scholarship

Cheryl Fuller was appointed as Councillor for Central Coast Council in 2007. She feels privileged of the roles and responsibilities she has undertaken in local government, to help ensure the development and security of this wonderful state. After living interstate for ten years, Cheryl and her husband, Andrew, returned to the North West to raise their young family. Cheryl is an advocate for environmental management, building community capacity and Tasmania's youth. Her time in local government has provided Cheryl with knowledge of governance processes and understanding that change is possible by following processes with passion.

My TLP experience has been an inspiring journey on both a professional and personal level. I consider myself fortunate to have shared the wisdom, knowledge and experiences of the presenters and humbled by their commitment to the development, improvement, success and joy of all Tasmanians. Mid-way through the program, I realised that I could valuably share my unique experiences and insight with my fellow participants. At that moment I stopped my self-doubt and I began to grow. The program has provided validity to my life experiences and created an invaluable network across a vast range of professions and experiences.

I am enthused by the opportunities that the Tasmanian Leaders Alumni can provide on the North West, particularly contributing to ideas, energies and innovation for Tasmania. I am fortunate to have gained the skills, knowledge and experience to continue serving the Tasmanian community. What a diverse, honest and committed policy sounding board I will have in TLP6!



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Kate GRADY

Funding Development Manager

ROYAL GUIDE DOGS TASMANIA

Kate Grady graduated from the University of Tasmania in 1993 with a Bachelor of Education (Hons). Kate then taught in King Island, Cairns and Sydney before recognising that her skills were adaptive and transferable beyond education. This led to various project and community development roles in local government and regional development. In 2010, Kate commenced as the Funding Development Manager at Royal Guide Dogs Tasmania, responsible for marketing, fundraising, media, public and business relationships. Kate's strengths are planning and logistics; drawing together, interpreting and communicating disparate information; and analysing and adapting processes to achieve a better outcome. Kate truly savours time in the garden, with her dog, her boy and her partner. She left Tasmania as soon as she could at 21, returned as soon as she could at 35, and several years on, sees this wonderful place as 'home'.

This year has been a wonderful journey with, for and about inspiring people. The program has provided many incredible moments of clarity, humility, challenge and big-belly-laugh-humour. There have been cascade groups and debriefs and sharing and implementing tools and strategies externally to those 'one weekend a month', but the experience of being in those places with those people has provided the true learning. A moment of earth shattering clarity came for me sitting in a bus between site tours during the North West Coast Linking Session. In a conversation with a fellow participant about taking risks, following passions and living your values, my friend used the words 'jump and trust your cape'. These words came to me at exactly the right time and have filled my head and heart since.

In November, presenter Joan O'Shae suggested we take "one big fat learning" from everything we do. So, my one, singular big fat learning from TLP6 is this: If you always do what you've always done, you'll always get what you've always got... And this: normal is a setting on a washing machine. And this: live in the now and the now and the now. And this: make time to think, reflect and develop 'self-governance'. And this: integrity and aspiration combined are a force with which to be reckoned. I am keen to make my home a better place to live for my boy than it was when I was a girl. How that looks is unknown at this point, but the people of the 2012 Tasmanian Leaders Program have inspired me to do better, be better and enable others, whenever I can, to flourish. This is surely just the beginning. Now, where's my cape?

KATE GRADY

** THE

PROGRAM HAS PROVIDED MANY INCREDIBLE MOMENTS OF CLARITY, HUMILITY, CHALLENGE AND BIG-BELLY-LAUGH-HUMOUR... THE PEOPLE...HAVE INSPIRED ME TO DO BETTER, BE BETTER AND ENABLE OTHERS, WHENEVER I CAN, TO FLOURISH.



John HOOPER

Executive Officer

TASMANIAN ASSOCIATION OF COMMUNITY HOUSES

John Hooper has been the Executive Officer for the Tasmanian Association of Community Houses (TACH) since 2008.TACH provides support to the management committees, staff and volunteers to Tasmania's 34 Neighbourhood Houses. John was raised in the rural community of Gatton, Queensland. This experience instilled a passion to work in community development, which led to John graduating from university with a Bachelor of Social Work. For the next ten years, John worked with an innovative and community-focused disability service provider in Queensland. In 2003, John and his wife, Narelle Smith, a 2009 TLP graduate, moved to Tasmania, and commenced employment at the Royal Hobart Hospital. John's passion for the community sector led him to take a role with TasCOSS, providing support to communities in creating job opportunities through social enterprises. John proceeded to secure his dream role as Executive Officer with TACH. John is immensely grateful for the opportunities Tasmania has provided.

TLP has simply been amazing! It has extended me; challenged me; provided me with the skills and selfawareness to be a better person; and, hopefully, a leader. The highlight was the opportunity to develop relationships with my fellow participants. I admire them for their passion and enthusiasm, and their constant inspiration during the program. While we all come with varying industry experience and diverse backgrounds, there was one thing we had in common: our passion to make a difference to Tasmania. I have so many memories, including instant bonding with participants due to the forced intimacy from the 'knot' exercise during the Strahan weekend; the three residentials with Brian and Gillian; and absorbing the experiences and wisdom shared by the amazing speakers and leaders that were part of the program. It was particularly liberating to engage in honest conversations, respecting others' perspectives and opinions, all with the same objective: to tackle Tassie's big issues. I'll walk away with the lifechanging TLP mantras: 'Trust Your Cape' and 'Deal With It; Let It Go'.

I see my work and relationships improved through participating in the program. I'm now challenging myself to 'Trust My Cape', to be decisive and stop avoiding conflict. I'm assured that the support, energy and sincere friendships with my TLP colleagues will hold me to account. On reflection, I know the insights gained through the TLP have made a difference to how I undertake my responsibilities at TACH and engage with our national organisation; in particular, posing questions IT WAS
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on how and what we do. I am now aware that leadership isn't all that I do, it's also about energising our team's potential and those we surround ourselves with. I've always been committed to working for communities and the philosophy; we all do better when we all do better. Now, I'm armed with the tools and the TLP network to work towards achieving this vision. Time to leap without the net!



"AS A RESULT OF THE PROGRAM, I STRIVE TO LEAD AND FOLLOW WITH GREATER CONFIDENCE AND HUMILITY IN MY PROFESSIONAL CAREER, MY COMMUNITY INVOLVEMENT AND MY PERSONAL RELATIONSHIPS. "



Todd HOUSTEIN

Executive Officer

SUSTAINABLE LIVING TASMANIA

Joint recipient of the RDS Partners scholarship

Todd Houstein is an engineer turned sustainable community development leader. After five years designing lightning protection products that helped Novaris Pty Ltd grow into a strong Tasmanian manufacturing business, Todd spent three years in academia researching renewable energy systems, and six years helping to establish Engineers Without Borders Australia. The latter experience shifted his focus from technology and design to people and community development. Todd is the Executive Officer for Sustainable Living Tasmania; a not-for-profit organisation established in 1972, dedicated to assisting Tasmanians lead happy, healthy and sustainable lives. Since commencing in the role in 2010, the organisation has doubled, and then redoubled, in human resources and financial turnover. Todd is a keen musician and vegetable gardener. He eagerly awaits his next challenge, becoming a father in early 2013.

I have always strived to be the very best person I can. Over the years, this has included consciously developing qualities of self-awareness, empathy, confidence and humility, to name just a few. Every so often, something or someone comes along that accelerates my journey. The Tasmanian Leaders Program and its participants are such examples. The program uniquely and invaluably provided me with a framework through which to reflect, adapt and build on my personal beliefs, values and development; fellow sojourners - so diverse, with one commonality of passion for, and commitment to, Tasmania – with whom to share perspectives and exchange wisdom; and exposure to a wealth of knowledge and experience from many of Tasmania's current leaders who are blazing the paths that I hope to follow and extend.

As a result of the program, I strive to lead and follow with greater confidence and humility in my professional career, my community involvement and my personal relationships. With Sustainable Living Tasmania, I aim to help facilitate the development of a positive vision for Tasmania that is centred on the multifaceted benefits of happy, healthy and sustainable living. I aim to promote this vision to Tasmanians through events and communications, and support them in bringing it to fruition through community projects. While these aims do not significantly differ from those I held prior to TLP, how I approach them will be. Rather than attempting to turn my hand at everything, I will endeavour to recruit talented individuals, facilitate their development into a strong team, and support them to achieve their very best.

Matthew HUBBARD

MCE Manager

MCCAIN FOODS AUSTRALIA

On entry into program: Business Improvement Specialist – MMG

Matthew Hubbard commenced the program in the mining industry and completed the year within the global food industry, in a key leadership role at McCain Foods Australia. Matthew is responsible for overseeing continuous improvement, cost enablers, quality functions and people. Matthew's passion is for efficient businesses complementing sound management practices for the betterment of all stakeholders. He strongly believes that clear processes, structures and focus are paramount to successful leadership outcomes, and strives to enable these.

The program has provided me with some immensely enriching experiences. I was empowered by other participants whom I might never have met without the TLP opportunity. I will cherish the experiences we shared during our journey. I have learnt a great deal about myself and the way I interact, but also how others perceive me. The exposure to such a diverse array of people, participants and speakers has opened my views and broadened my outlook on issues and life generally.

A key learning moment was the realisation that if I continually repeat what I've always done, I cannot expect to achieve a different result. This applies to me and those around me. I am now inspired to further my studies, with the aim to complete a graduate certificate in business, so I can guide small business owners to implement efficient and effective operating practices. I am empowered to relax and let the world go by, now that I don't need to be in constant control of everything.



I HAVE LEARNT A GREAT
 DEAL ABOUT MYSELF AND THE
 WAY I INTERACT, BUT ALSO
 HOW OTHERS PERCEIVE ME.





⁴⁴ This Amazing Opportunity has Dramatically increased my Awareness and Appreciation Of the talent and diversity Of those around me...the PROGRAM has Affirmed my



PASSION FOR TASMANIA AS AN AMAZING PLACE WITH A PROSPEROUS FUTURE. **

David HUGO

Civil Engineer / Project Manager

PITT&SHERRY

David Hugo was raised in Launceston, before moving to Melbourne to undertake a Civil Engineering degree at Swinburne University of Technology. Following graduation, David worked interstate and then travelled through Asia. In 1998, David relocated to Launceston to commence employment as a Civil Engineer with pitt&sherry. This role saw him primarily responsible for road upgrade projects across Tasmania. In 2011, David was instrumental in leading the emergency response and repairs caused by severe weather conditions along the East Coast. Early in his childhood, David developed a passion for Tasmania's great outdoors, and now loves sharing these unique experiences with his wife and his children. This love led to a sea-change, with the family moving to Binalong Bay, on the doorstep of the stunning Bay of Fires and building a house based on the principles of sustainable design.

When I joined the program, I didn't consider myself a leader and thought I would need to transform myself into someone new. Thankfully, I soon realised that I could be true to myself and that I had leadership potential. I also learnt that leadership is multi-faceted and has many styles. However, of greater significance is realising that the program isn't just about leadership. We were fortunate to have exposure to over 100 presenters and the chance to form strong friendships with fellow participants. This amazing opportunity has dramatically increased my awareness and appreciation of the talent and diversity of those around me. I am now attuned to more aspects of our society and recognise that my beliefs and values have been challenged and modified through this exposure. A particular challenge that I conquered was speaking in front of my peers. The program has affirmed my passion for Tasmania as an amazing place with a prosperous future

On completing the program, we were told that the journey had only begun. I believe this is true. I now have a greater understanding and appreciation of my leadership qualities and feel confident and energised by the future, how I contribute at work, in my life and in the Tasmanian community. The skills acquired through this journey have already been applied and I appreciate that the skills and experience will be recalled in the future. I now have an appreciation of personality types, including how they think and their behavioural tendencies. I can now apply this knowledge to improve my engagement skills. I eagerly anticipate my contribution to Tasmania's future.

Eleanor JAMES

Director

WALSH DAY JAMES MIHAL PTY

Placement sponsored by James and Lynn Mason

Eleanor James co-owns the Ulverstone-based law firm, Walsh Day James Mihal Pty. The team comprises 12 lawyers and support staff, and provides general legal services to clients across Tasmania. The firm is currently expanding, and investigating opportunities to leverage their position as a young and experienced team of professionals, capable of tackling and resolving often difficult and complex client matters. Eleanor specialises in commercial matters and estate planning. Her recent work includes dairy farm transfers, acquisition of land by self-managed super funds, complex succession planning and business transfers. Additionally, Eleanor is responsible for the staff, and continually strives to maintain a productive, engaged and committed team of people. Eleanor also volunteers as a Director for Lifeline Tasmania and Meercroft Care Inc. and is a member of the inaugural board of the amalgamated Lifeline Tasmania.

The Tasmanian Leaders Program gave me the opportunity to experience a legendary personal growth path, surrounded by 'comrades' who shared the same challenging journey. My discovery centred on selfmotivation and appreciation of my personality attributes; both the positive and challenging aspects of it. I now accept that you cannot reach consensus on the priorities that each person has, nor can everyone simultaneously agree with me - no matter how brilliant the idea, even if I am right! I always accepted the theory that a group of minds is better than one. I was fortunate to experience this, and was continually provided with the opportunity to put this into practice. I'm appreciative of how complex, yet simple, this is. I cannot promise that I will always remember these lessons, especially if I become excited about the vision for Tasmania! However, I'm grateful for the new friendships I've formed, and assured that they will gently remind me when I begin to digress.

I have learnt a tremendous amount about Tasmania from a group of amazing and highly insightful leaders. I have visualised what our future could be, and was invited to be part of that vision. When I commenced the program, I envisaged this was giving me licence to assume what was best for Tasmania. I have grown immensely since then. I sincerely seek to constructively apply my skills as an active member of any group, influencing and enabling positive change, while fostering lasting friendships along the journey. I have experienced moments where I felt like a 'bull in a china shop', wept from a sense of hopelessness, but have emerged a stronger person. And, despite my flaws, I am assured that I am an extraordinary and important member of Tasmania's leadership. I will continue my quest to seek answers, to take action at every opportunity, to actively engage with those surrounding me, and be a willing participant in my life journey.

⁶⁶ I WILL CONTINUE MY QUEST TO SEEK ANSWERS, TO TAKE ACTION AT EVERY OPPORTUNITY, TO ACTIVELY ENGAGE WITH THOSE SURROUNDING ME, AND

BE A WILLING PARTICIPANT IN MY LIFE JOURNEY. ⁹⁹



⁴⁴ IT'S THE STORIES OF HARDSHIP, HUMILITY AND COURAGE THAT HAVE FORGED THE DEEPEST LEARNING FOR ME... I ASPIRE TO BE STRATEGIC AND EFFECTIVE, AND TO HAVE

ABUNDANT ENERGY FOR MYSELF AND THE PEOPLE CLOSEST TO ME.



Margie JENKIN

Executive Officer

LANDCARETASMANIA

Margie Jenkin currently works for the not-for-profit organisation, Landcare Tasmania, the peak body for community Landcare. Landcare is a 'grass roots' movement, with local communities empowered to recognise local issues and collaborate to discover on-ground solutions. Landcare is a member-based organisation, armed with the responsibility to represent the views of its members. Margie is fortunate to work with a highly motivated and passionate volunteer committee from across the state. The organisation has a small, but dynamic and hardworking team of staff that are just as dedicated to Tasmania as she is. Margie's role covers a breadth of responsibilities, from governance to grant writing, delivering grant programs, communications, human resources, through to advocacy and policy development. Margie resides on the flanks of Mt Wellington with her partner, Andy, and some chickens. Her passions include sharing good food and wine with good friends and family, pottering in the garden or going surfing.

I feel extraordinarily privileged to have been part of the Tasmanian Leaders Program. The richness of the program extends from the enormous personal and professional wisdom shared by Brian and Gillian, to the acutely honest and generous leadership stories from a range of speakers. It's the stories of hardship, humility and courage that have forged the deepest learning for me. The Linking Sessions unpacked many of the challenges facing Tasmania, providing invaluable exposure to expert thinkers across many fields. It has been life changing, personally and professionally. I have heightened selfawareness and new tools to better manage myself and understand others. Aside from new learning, I have made new friends with my fellow colleagues.

I am awakened by the possibilities for the state, and within myself. I am thrilled to have acquired these new skills, networks and self-awareness, to apply within my workplace and within my life. I aspire to be strategic and effective, and to have abundant energy for myself and the people closest to me. Knowing where you need to get to – and taking people along the journey – is central to leadership. I look forward to holding clear and well-considered visions that contribute to a flourishing Tasmania, particularly within the field of community and the environment.

Gayle JOHNSTON

General Counsel

Gayle Johnston is the General Counsel for the Integrity Commission, a statutory body established in 2010. Prior to this appointment, Gayle was a litigation partner at Simmons Wolfhagen, a Hobart-based law firm. Gayle's passion for justice is reflected through her current membership of the Pro Bono Clearing House, a committee within the Law Society of Tasmania. Gayle is also a director for Hobart District Nursing, a not-for-profit community-nursing organisation.

Undeniably, the Tasmanian Leaders Program has assisted in developing my leadership skills, having applied this on a professional and personal level during the year. Since undertaking the program I now reflect more deeply about the impact of my actions and similarly, how other behaviours affect me. I feel extremely positive about small changes and the subsequent ripple effect of these changes to my community. I sincerely believe that the experiences and friendships developed, particularly with my Learning Set, will continue beyond graduation and throughout my life journey. I am excited about our project (The Marillac House Future Funds Initiative) and cannot wait to share this with everyone.

Personally, this experience is an invigorating, fascinating and ongoing journey. The intensity and interest was maintained for the duration of the program. I have been given the opportunity to engage with people that I might never otherwise have crossed paths with, conversing on deeply authentic and complex ideas and discussions. While unable to single out one turning point, I found it deeply assuring to meet people who are compassionate and passionate about Tasmania's future, whilst simultaneously recognising the challenges to be encountered. There were many instances of the challenging questions posed and tasks to be tackled, which were both confronting and often daunting. I have grown individually and I feel that is reflected in my leadership journey at the Integrity Commission. I consider the Integrity Commission to now have a General Counsel who can recognise and apply leadership skills effectively. I wish this opportunity was presented to me ten years earlier!

⁶⁶ I NOW REFLECT MORE DEEPLY ABOUT THE IMPACT OF MY ACTIONS AND...HOW OTHER BEHAVIOURS AFFECT ME. ⁹⁹









Rosalie MARTIN

Senior Clinician/Owner/Managing Director

SPEECH PATHOLOGY TASMANIA

Recipient of the Tasmanian Early Years Foundation Scholarship

Rosie Martin began her career as a speech pathologist over 28 years ago and remains passionate about her role in a profession that is varied, giving and supportive of the skills required to effectively engage and communicate with people. She appreciates the value of her work and the contribution it makes to the lives that experience communication disability and disadvantage, whether those barriers are mild or severe. Rosie specialises in working with children – a passion that was first fuelled by the delight she had in her own family life and raising her boys. She established Speech Pathology Tasmania more than ten years ago and now engages a team of fabulous therapists, all specialising in different areas of the profession. Rosie and the team are committed to training and mentoring, evidence-based practice, creative service delivery using new technologies, developing new programs, laughing together and supporting each other.

At the commencement of TLP I was aware to expect that I would gain insights and personal growth in the course of the program. This growth was difficult to articulate up-front, as the program, in its definition, is intended to extend its participants into their personal unknown. Indeed, this has been so. The program has brought new knowledge, new friendships, new networks and rich new angles from which to view and reflect on the world and myself within it. It has been a deep, expansive journey of positive personal change - much more so than I expected. The highlights for me were my personal 'discovery' of the north-west of the state, where I had spent very little time. Discovering what an amazing place of beauty, innovation, adaptability and resourcefulness this is, has only increased my love of Tassie. And the speaker line-up...it was awesome! What a privilege to listen to and engage with such a variety of focused, experienced, inspiring and capable men and women; leaders in their various fields! I loved it all - every moment of it.

Going on from TLP I plan to continue to review the fabulous resource that my notes are - such diverse and high-level information was presented; and to spend increased, intentional time reflecting on the activities and interactions that occurred at all levels of my life. The program provided increased awareness and experience of the power that lies within the respectful sharing of diverse ideas and points of view, and the amazing way in which solutions make themselves known when such a space of tension can be held without breaking respect and care for the differing positions of others - potent stuff for innovation! And thereby, potent stuff to help make innovation 'live' within my organisation - for its clients, its therapists and other team members and by extension, the Tasmanian community, which has, at least in part, created the joy in my life! Thank you, Tassie! Thank you, TLP!

⁶⁶ IT has been a deep, expansive Journey of positive personal Change – MUCH More so Than I expected. ⁹⁹



Ben MAYNARD

Manager Mine to Metal Production and Planning GRANGE RESOURCES

Ben Maynard is the Manager; Mine to Metal Production and Planning for Grange Resources, located at the Savage River mine operations in North West Tasmania. Ben has worked at the Savage River site over a 15-year period, undertaking various roles across geology, information technology, continuous improvement and technical services. His current role facilitates end-to-end planning for the business, providing assistance for teams to navigate through complex scenarios to deliver exceptional outcomes and reach their potential. On a personal level, Ben, an avid sustainable fly fisherman, has spent the past five years honing his skills, yet to realise his dream of catching a trout. Rather than focusing on arriving at the destination, Ben has savoured the experience of the journey. Ben also cherishes time with his family, and proudly calls Tasmania home. He is eager to contribute to Tasmania's prosperity, supported through innovation and sustainable operations.

On commencing the program, I soon realised my journey was an awakening to experience life fully, to grapple with complex issues, and actively participate in my family life, at work and within the community. My anticipated expectations for the program fell well short of the enriching and self-fulfilling experience. I have immensely enjoyed this journey of discovery, dissembling layers of complex issues, drawing strength from my fellow participants' willingness to selflessly share their personal experiences. To engage and immerse oneself within a team of like-minded people is an immensely enriching personal experience; one that cannot be replicated through research on Google or read in textbooks. I am beholden to the artists and architects responsible for the design and delivery of the program. The program is far more than a course, and no less than a masterpiece.

I am enthused by the possibilities to be encountered in 2013. I feel armed and well placed to tackle these challenges, and it is only now, on completion of the program, that I fully appreciate the complexity of the learning outcomes. I am prepared with my toolkit, a greater sense of self-awareness and my surroundings, with some collective wisdom acquired from the generosity of speakers and presenters that shared their insights and experiences throughout the program. The program has realised my capabilities to effectively manage, lead and inspire those around me. I feel awakened to the issues confronting Tasmanians. Deeper than this, I know I have an obligation to continue to learn, and translate this into action.

•• IAM

BEHOLDEN TO THE ARTISTS AND ARCHITECTS RESPONSIBLE FOR THE DESIGN AND DELIVERY OF THE PROGRAM. THE PROGRAM IS FAR MORE THAN A COURSE, AND NO LESS THAN A MASTERPIECE.



" DURING THE PROGRAM I HAVE DEVELOPED AN INCREASING DESIRE TO ENSURE THAT I MAINTAIN MY HONESTY AND INTEGRITY AND BE MYSELF. "



Mark MILLHOUSE

Projects Manager

VOS CONSTRUCTION

Mark Millhouse spent his childhood in a small rural community situated under the slopes of Mount Wellington, in Southern Tasmania. While completing an apprenticeship in carpentry and joinery, Mark realised that education and continual growth in skills, both mental and physical, would quell his relentless thirst for new challenges. This led to Mark completing a Bachelor in Construction Management in 2009, a pinnacle to his 24-year career in the Tasmanian construction industry. Mark quickly progressed in his responsibilities, now managing the complex processes of the major commercial construction projects for his employer, Vos Constructions. As Projects Manager, Mark has been involved in some of Tasmania's most recent and largest infrastructure and private industry projects. His spare time is spent with his son, daughter and wife, experiencing a shared love of life, travelling and sailing.

I sought the TLP experience as an enabler for me to grow. Many programs, leadership or otherwise, offer contact with mostly people within your own sector. This is certainly not the case with this program. It is intentionally diverse, confronting and broad in its opinion base. TLP offered me a chance to broaden not only my thoughts on many subjects, but also allowed me to firm up opinions on many subjects that, prior to TLP, I floated on. I never expected to make the friendships that I did and to me, that was an added bonus of one of my best years of learning of my life. The speakers during our TLP year were all very giving of their time and the format provides for some unbelievably frank discussions. The program is to be commended for being open, honest and diverse - an aim that many of our communities are striving to achieve.

During the program I have developed an increasing desire to ensure that I maintain my honesty and integrity and be myself. I will continue to be me post the program, as I have found that is all that I am and should be. I shall continue to seek out new experiences, places and people, not only those that agree with me but also those that disagree with me. It is quite often the people that disagree with me and challenge me who make the best friends and colleagues.



Sharon PITTAWAY

Director of Student Engagement (Faculty of Education) UNIVERSITY OF TASMANIA

Sharon Pittaway is the Director of Student Engagement at the Faculty of Education, University of Tasmania. She is passionate about ensuring new teachers are active learners. She encourages them to pose questions, allow spaces for their own students to ask questions, be curious about the world of education and the role they have to play in its improvement. Furthermore, Sharon urges teachers to be interested in the lives of their students, in their communities, in their own continued development as teachers and to continue to be engaged in professional learning and in exploring creative ways to educate today's young people. Sharon, a passionate and competent photographer, has held a number of exhibitions in the North and North West of the state. Photography allows her creative side to get an airing every now and then.

The experience of the program has been overwhelming on multiple levels - all of them positive. It is enriching, enabling, empowering and humbling. To have an opportunity to work with a range of other participants across the course of a year - to begin as strangers and to end as friends - is testament to the organisation and commitment of the program's leaders. There is much learning to be had about yourself and other people; about how government works; the economy; industry innovation; communities, which will require another few years for me to digest. Then there's learning about leadership and the importance of self-awareness and awareness and understanding of others. We were provided with tools, strategies, processes, takehome messages, songs and dance moves that are all easily incorporated into all sectors of employment (although, I have to admit that I'm struggling to find a place for the dance moves). One thing I wasn't expecting was the richness of the experience that came from the diversity of people, personalities and perspectives.

It has been a big year and one of the things I have been made more aware of is my need to reflect. And ponder: And consider: And think. This takes time and so, I cannot easily identify what I might do differently as a result of the program. In saying that, however, I am already applying the knowledge and understanding I gained through the program to my work, and this will continue as I reflect on what I have learnt. I have a new appreciation of the variety of ways people access information, think and communicate, and will apply this to my work and to my teaching. In this way, I will endeavour to change the world…one student at a time. IT HAS BEEN
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 PONDER. AND CONSIDER.
 AND THINK. **





"THE PROGRAM IS SO RICH THAT THE LEARNING JOURNEY WILL CONTINUE FAR BEYOND GRADUATION. "



Sue ROBERTSON

Lead Organiser

AUSTRALIAN NURSING FEDERATION

On entry into program: North West Coordinator, Australian Nursing Federation

Sue Robertson originates from Melbourne, moving to Tasmania in 1996. Throughout her life she has seen the importance of education, taking full advantage of every opportunity presented to her. Sue commenced her career as a nurse, specialising in nephrology. During this time, she realised her passion to provide guidance and career advice to her colleagues. Sue formalised this interest through attaining a Post-Graduate Diploma of Advanced Clinical Nursing (Renal) from the University of Melbourne and a Diploma of Business (Frontline Management) from TAFE Tasmania. Sue's current role is the Lead Organiser with the Australian Nursing Federation. She embraces every opportunity for continual learning and improvement in each of her roles. Sue is married to Phil and has two children, Darcy and Flynn. The family loves climbing mountains, attending community events, and share a strong love of reading.

The greatest learning from my experience during the program was building my confidence and believing in myself. 'Leap and Trust Your Cape' was mentioned by a participant early in the year and that sums it up. The tools and frameworks used throughout the program provide practical assistance, enabling complex aspects within a job to be approached in a constructive way. I thoroughly enjoyed being exposed to aspects of Tasmania that I had not previously come upon, which enabled me to embrace issues with a wider, healthier perspective than one's own small world. The strategic planning skills and tools continue to build on this wider view. The calibre of speakers and their willingness to champion leadership has provided me with a network of professionals that I would not have developed if I had not undertaken the program. One word reflects my Tasmanian Leaders Program experience: gratitude.

A large degree of consolidation is required beyond this year. The program is so rich that the learning journey will continue far beyond graduation. Reflection, time, the alumni network and practice of new skills will build further wisdom and experience, leading to new opportunities for development, which will be gladly welcomed. The Australian Nursing Federation will greatly benefit from my participation, with new systems being developed in my role as Lead Organiser. The change management skills acquired during the program will be invaluable, ensuring the team looks forward to the journey. The trusted authentic connections within my Learning Set and the wider group have been unexpected. I will trust my cape more, and if ever I forget this lesson, there is a fantastic network of graduates to remind me!

Lisa RUDD

Leader of Community Development

BRIGHTON COUNCIL

Placement sponsored by Brighton Council, Jordan River Learning Federation, and Colony 47 Partnership Brokers

Lisa Rudd spent her childhood in regional Victoria, considering herself fortunate to experience the benefits of a supportive family, school and community. Lisa, frustrated by not gaining the opportunity to study drama at university, relocated to Melbourne in the mid-1980s to undertake private acting lessons. This period saw Lisa spend her time working as a struggling actress and exploring life's offerings. Lisa's core strength is the experience and insight gained from her diverse career path: houseparent at an autistic centre; police officer; company director; mother; artist; antique dealer; project manager; and many more. In 2004, Berry Street Victoria provided Lisa with the opportunity to work in the area of community development. This is where Lisa found her niche. This opportunity led to Lisa spending 2009 supporting the residents of the Shire of Murrindindi as they faced the devastation of the Black Saturday Bushfires. Subsequently, the family moved to Tasmania in 2011 brought a new opportunity, with Lisa commencing her current role as Leader of Community Development for Brighton Council.

I found my involvement with the Tasmanian Leaders Program to be an inspiring learning experience, one that has encouraged and nurtured my personal and professional growth. The program's content has made me recognise my capacity as a leader, providing me with the skills, networks and confidence to step up, and out, as a leader. It has stimulated my sense of connection to people and place, and I am proud to be a new Tasmanian and the opportunity to realise the potential of this inspiring island. The program has raised my awareness of emerging issues and trends and I am grateful for the opportunity to share my knowledge of community cultural development with my fellow participants. The highlights were the opportunities for self-exploration and self-expression that provided stepping stones to identify positive life and career pathways.



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I have always leveraged my networks to benefit my work and volunteer roles. The program has provided me a comprehensive network of inspiring Tasmanians that I can engage with. It has affirmed my belief that innovative approaches to community-based economic development are integral for sustainability in regional Tasmania. Additionally, I have realised that the potential for arts and tourism in regional communities will require cohesive and strategic leadership that incorporates an asset-based community development approach, utilising 'grass roots' to strengthen the collaboration of these industries to create positive economic and social benefits for local communities. I am passionate about utilising the arts to bring people together and will draw on my learning and networks from the program to support future community-based endeavours.

Stewart **SHARPLES**

Manager Strategy

SOUTHERN WATER

Stewart Sharples graduated from the University of Tasmania in 1999, with a Bachelor of Economics, majoring in business economics and market strategies. Stewart then spent almost a decade in the public service, working primarily for the Department of Treasury and Finance across a variety of policy roles. In 2009, Stewart moved to Southern Water, overseeing the transition of pricing for water and sewerage from the previous council service providers over to Southern Water. This transition was to provide a consistent regional approach, including the implementation of two-part pricing for southern Tasmania. Outside of work, Stewart loves spending time with his wife and daughter, and is a keen triathlete, often to be found on early mornings swimming, riding or running.

The Tasmanian Leaders Program provided me the opportunity to engage with an array of amazing people, inevitably increasing my inspiration for Tasmania's future. The generosity and insights of all involved guided my realisation that to build a sustainable economy with a unique community, it is imperative to share our knowledge and networks to achieve greater outcomes. The program reinforced to me that in many cases, leadership is not innate, but rather, learned: often through success; sometimes through failure; but always, through hard work, dedication and solid doses of planning and reflection. My personal highlight is the invaluable interactions and exchanges with my fellow participants. To undertake honest and candid discussions with your peers on experiences, successes and insecurities has been humbling. I am privileged to have been able to interact with such a diverse range of people, at varying stages of their career. This has reiterated my belief that we all make valuable contributions in all aspects of life.

I have already applied the tools gained during the program into my workplace, and strive to continually improve my communication and interaction amongst my team. I now better understand my role in managing and driving change. I am mindful that it is difficult to apply everything that we learnt. So I hope to keep the experiences of this year front of mind, and perhaps as a tool learnt gets successfully applied, as the TLP network unexpectedly helps overcome a problem or as a spark of excitement from a linking session is rekindled, I'll recognise the role of TLP and continue to build my skills on its foundations.

TO **UNDERTAKE** HONEST AND CANDID **DISCUSSIONS WITH YOUR PEERS** ON EXPERIENCES, SUCCESSES AND INSECURITIES HAS BEEN HUMBLING. "

"



Gina SIDHU

Assistant Director

AUSTRALIAN BUREAU OF STATISTICS

Gina Sidhu's work is in the exciting world of statistics. For someone more naturally comfortable around word-smithing, legal principles and practice, Gina found her highly transferable skills and experience as a lawyer complemented the analysis and interpretation of the value of statistics. Discovering, influencing and telling the stories behind the numbers has provided invaluable experience in developing Gina's capability and nurturing her leadership acumen. Gina has maintained a strong link to the community sector, recently assuming a position on the board of a community organisation. It is this interest and passion that motivates Gina to continue her participation into the unique and remarkable Tasmanian community.

I anticipated a measure of traditional leadership learning from the program. However, instead, I found myself at the first residential, fully immersed in a whirlpool of new ideas, candid discussions and enriching collaborations. It was then that I realised I was about to embark on an exciting, challenging and inspiring journey. The biggest surprise was the intensity of the content and experiences and the generosity of the speakers and facilitators, for them to selflessly and sincerely share their insights. I was humbled by the support from my fellow participants, who guided me through the process and personal growth drawn from each session. I was continuously challenged by new content and ideas, and the diverse perspectives, different to my own, which encouraged me to review my own judgements and values. I have luxuriated in the notion and application of self-reflection and self-analysis, to grow as a leader and to be confident in my own skin. The friendships and networks I have gained this year and the extraordinary opportunities this opens up to me for my ongoing leadership journey immensely enriches me.

There is no downtime from learning and the past twelve months have given me a renewed appetite to use the strategies, models and leadership stories from the program, to pursue and capture the opportunities that make my heart sing. What I have done more diligently, is to take the time to reflect and analyse my own behaviours and comportment to be confident and genuine about 'who I am' when I interact with others. This has created a workplace culture where frank and fearless conversations have produced far better outcomes with engagement and empathy. This is how I will continue to change my world, to better influence the wider world. THIS HAS
 CREATED A WORKPLACE
 CULTURE WHERE FRANK AND
 FEARLESS CONVERSATIONS
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 AND EMPATHY.



Tracey TASKER

Coordinator Primary Care programs

TASMANIA MEDICARE LOCAL

On entry into program: Health Services Manager, Diabetes Tasmania

Tracey Tasker believes that the opportunity to undertake the program came at an ideal time for her. While thoroughly enjoying various leadership roles, she was eager to foster her skills in leadership and extend herself. During the program, Tracey moved into a different role, easily applying her newly acquired skills to this challenge. A personal success measure of leadership for Tracey was to create a team that others wanted to be part of with high levels of performance and members who engage effectively.

TLP has been an amazing journey; along the way I have been challenged, stretched and supported to learn more about myself. The program has instilled in me a sense of 'anything is possible' and has encouraged me to look at things with different perspectives. There have been so many moments during TLP that I wasn't expecting; there have been lots of tears, much laughter and many light bulb moments. Throughout the year everyone has been so generous with their time, stories and willingness to share. My commitment following the program is to share with people around me as much as I can and to contribute to Tasmania at every opportunity. I came away from every TLP session with such a sense of enthusiasm and optimism for the future; or more appropriately, the futures.

As demonstrated through the program, leadership can be displayed in so many ways and at varying times. I can choose each day who I want to be and the role I want to play and with a greater sense of awareness about my impact on others, I can be part of the change I want to see. I have been inspired by so many people and their stories of courage and leadership often in the face of adversity. One of the common threads through many of these stories and experiences was values and the importance of using your values to help guide your decisions and behaviours. This learning has been particularly powerful for me as it has allowed me to feel more comfortable with who I am and the choices I can make.



TRACEY TASKER

⁴⁴ There Have Been Lots of Tears, MUCH LAUGHTER AND MANY LIGHT BULB MOMENTS.⁹⁹



Pax TAYLOR Senior Project Manager

VEC CIVIL ENGINEERING PTY LTD

As Senior Project Manager for VEC Civil Engineering, Pax Taylor's primary responsibility is to oversee the structure projects awarded to the organisation. He also supervises the professional development of VEC's project managers. Through VEC, Pax is currently managing TasRail's \$20 million capital works program and the four North West bridge replacement projects. He recently completed an internal 12-month project for VEC, which saw three non-project management staff undertake study and competency-based training to attain a diploma of project management. Pax thrives on the feeling of self-fulfilment, through extending himself and overcoming challenges. He is a certified practising project director with the Australian Institute of Project Management, and a returned serviceman from the Royal Australian Navy. During his time in the defence force, Pax was awarded the Australian Active Service Medal and Iraq Medal.

The program has made me appreciate Tasmania's diverse and inspiring community. I often reflect on how narrow and unfounded my views were about Tasmania prior to participating. I consider how fortunate I am to have met such high calibre presenters, to engage in strategic discussions relevant to Tasmania, and I now consider myself inclusive in Tasmania's community. My personal highlight was Jacqueline Pascarl's presentation, worth waiting the whole year for, followed by our stay at Strahan, with each day set against the spectacular harbour views from the hotel. A 'wow' moment was listening to Matt Killingsworth's presentation in the governance linking session – inspiring and amazing!

Following my TLP experience I will continue to develop my communication and interpersonal skills with my colleagues and family; I will apply the process skills taught by Brian and Gillian, to improve workplace efficiencies; I will continually strive for acceptance and tolerance of diversity; and translate thoughts into action. My immediate focus is continuing my leadership journey, to share my experiences and vision, to affect positive change and effective culture.



I CONSIDER HOW FORTUNATE I AM TO HAVE MET SUCH HIGH CALIBRE PRESENTERS, TO ENGAGE IN STRATEGIC DISCUSSIONS RELEVANT TO TASMANIA, AND I NOW CONSIDER MYSELF INCLUSIVE IN TASMANIA'S COMMUNITY.



⁶⁶ ON A PERSONAL LEVEL, I WANT TO TAKE FULL ADVANTAGE OF THE KNOWLEDGE AND INSIGHT GAINED, AND THE INSPIRING PEOPLE THAT I'VE MET, TO FULLY

ENGAGE AND CONTRIBUTE TO THE TASMANIAN COMMUNITY. ⁹⁹



Allan WALSH

Case Manager

Insolvency and Trustee Service Australia (ITSA)

On entry into program: Senior Associate, Zeeman + Zeeman

Allan Walsh graduated from the University of Tasmania, before embarking on an eight-year career as a solicitor with Zeeman + Zeeman. Following this period, Allan moved into the public service. Allan's Tasmanian Leaders Program journey was the partial catalyst for a career change mid-way through the program, resulting from a greater understanding and awareness of the diversity in Tasmania's industries and professionals. The program also provided Allan with the opportunity to extend his social networks, to build relationships with people that he wouldn't necessarily socialise with, and gain an understanding and acceptance of differing perspectives and opinions.

I was strongly encouraged to participate in the 2012 program by my employers, Justin and Phillip Zeeman, from Zeeman + Zeeman. During my eight years with the firm, both Justin and Phillip undertook a mentor role, and I often sought personal and professional guidance from them both. At the time of completing the 2012 TLP application form, I was seeking new challenges, and wanted to contribute in a wider perspective. Gratefully, the program provided this. However, what I didn't expect was a much deeper and profound experience, both professionally and personally. For all of this, I sincerely extend my gratitude to Justin and Phillip Zeeman for encouraging me to apply; to John Perry for the insight to conceive the program; to the Tasmanian Leaders Board for their contribution and commitment; to Ange Driver for facilitating and managing the program; to Brian and Gillian for their generosity, insight, knowledge, and generosity (repetition is deliberate); and to all my fellow participants.

The immediate priority following the program is continuing to develop my Learning Set, to ensure our project is successfully realised. I aim to utilise the skills and lessons learnt during the journey, and will continue to apply these to my workplace. On a personal level, I want to take full advantage of the knowledge and insight gained, and the inspiring people that I've met, to fully engage and contribute to the Tasmanian community. I'm uncertain as to what this may entail, but I am excited about the possibilities.

Simon WIGGINS

Director

AVIDITY TRAINING AND DEVELOPMENT

Simon Wiggins established Avidity Training and Development with the vision to assist people to develop skills, increasing their ability to overcome barriers to employment and productivity. The organisation has grown to a dedicated team of likeminded people, working towards achieving this vision. Simon is passionate about working with individuals to achieve their goals, and believes that every person has the capacity to valuably contribute to our communities and workplaces. "Avidity" means wanting to push ahead with something with enthusiasm and dedication.

When researching the Tasmanian Leaders Program, I spoke to a number of people, who all proclaimed that it was a life-changing experience, but were unable to articulate how. Having completed the journey, I now understand! The program has provided insight into me – my capabilities, my potential, my dreams and my aspirations. Perhaps most importantly it has provided insight into my abilities and responsibilities. I have unexpectedly formed long-lasting friendships and developed bonds with an amazing group of people.

TLP has provided me with a wide range of skills that have already had an impact on the way I run Avidity. My new understanding of the role and responsibility of a leader has resulted in improved communication with our management team and stakeholders, new innovative services provided to our clients and participants and increased confidence in dealing with relevant government departments. Leaders have the ability to effect change in people's lives. With that ability comes the responsibility to do all that we can to facilitate positive change and create a prosperous future for all Tasmanians.



"...LEADERS HAVE THE ABILITY TO EFFECT CHANGE IN PEOPLE'S LIVES. WITH THAT ABILITY COMES THE RESPONSIBILITY TO DO ALL THAT WE CAN TO FACILITATE POSITIVE CHANGE AND CREATE A PROSPEROUS FUTURE FOR ALL TASMANIANS. "



EMPLOYER TESTIMONIALS

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

"I have always felt that leaders, rather than managers, make the difference in an organisation. The reality is, of course, that there are many courses, at university and tertiary levels for managers, but not enough opportunities for people training for leadership. I first heard about the Tasmanian Leaders Program in another state, and had a colleague who participated. Over the twelve month period, it shifted his world and enhanced his professional capacities to lead in his senior management position.

A few years afterwards, our CEO at St Vincent de Paul Tasmania, Frances Bartlett, approached me about signing up for the Tasmanian Leaders Program. I was immediately enthusiastic to support her proposal. I also decided, whenever possible, if there were any social activities, to be part of the program as it unfolded. I was able to do this and found the various gatherings, such as Parliament House, always inclusive, stimulating and engaging.

I have seen the movement forward in Frances' thinking during the year and the application of leadership principles as a result of the program. We have taken some significant decisions and Frances has led with ideas, clear thinking and sense of direction. Her enhanced capacity for leading from the front has allowed staff to join her with energy and purpose. We are now in a different place then we were twelve months ago. I thank Tasmanian Leaders for the benefits it has brought to our organisation.''

VIN HINDMARSH State President St Vincent de Paul Tasmania



"Gina is the first Australian Bureau of Statistics employee to have participated in the Tasmanian Leaders Program and I was pleased to have encouraged her application on behalf of the organisation and as a member of the Tasmanian Leaders Alumni.

2012's TLP was a significant and well-timed journey of discovery for Gina. At the Australian Bureau of Statistics we believe that investing in our future leaders is paramount to achieving our vision of being a trusted and progressive world-class statistical leader.

From meeting the 2012 TLP participants as a newly formed group of strangers, to the heartfelt farewells of friends at the final retreat in December 2012, the peer learning experience and access to inspiring and influential speakers has been a time of learning and reflection for Gina.

Gina's experience of TLP has been very positive, and whilst TLP 2012 was demanding and challenging, Gina actively shared and actioned her learnings with her team and peer group as part of grounding the journey. She has also actively used her leadership skills gained through TLP in the workplace and with external clients which has visibly contributed to her leadership acumen.

She has come back from the program energised and ready to lead dialogue about valuing statistics as an essential underpinning of evidence based decision making."

JULIA CURTIS A/g Director State and Territory Statistical Service Australian Bureau of Statistics



"After employing Lucinda Bray as a graduate and watching her develop personally and professionally, it was with great pride that she was offered a place in the 2012 Tasmanian Leaders Program.

In a small business it can be hard to see the wood for the trees and so staff training and development can take a back seat to simply keeping things turning over. I would thoroughly recommend to any small business contemplating the Tasmanian Leaders Program that it is a worthwhile investment. In the last 12 months Lucinda's professional and personal capacity has grown significantly.

Lucinda once saw herself as simply an employee in a firm, she now realises that she is an important part of a greater whole and brings to Font a higher level of wisdom and leadership.

Her progress is assured at Font Public Relations and I believe she is a better person for her time in the program."

BECHER TOWNSHEND Managing Director Font Public Relations



"I have personally enjoyed observing Pax Taylor's journey through the Tasmanian Leaders Program. A key differentiator for VEC Civil Engineering from our competitors is our people. I was fortunate to have undertaken the program in 2009. Therefore, I understood the personal growth opportunities that lay ahead for Pax. However, in reality, these opportunities far exceeded my expectations.

Pax commenced the program as a highly competent project manager, with vast experience managing large projects, clients and teams – a genuine leader in his own right. On completion, I have seen Pax transition from a leader within the organisation, and evolve into a holistic leader for the Tasmanian community.

Pax's experiences throughout the program were extensive. His thought processes and perspectives were challenged; his understanding of his management style and perception grew immensely; and his ability to comprehend alternate views and how to influence, rather than instruct, teams is now exceptional.

While recognising the considerable financial investment by VEC, and personal commitment demonstrated by Pax, seeing his transformation to a well-rounded leader has been invaluable and rewarding."

STUART WIGGINS General Manager VEC Civil Engineering Pty Ltd



CASCADE TESTIMONIALS

PARTICIPANTS OF THE 2012 PROGRAM WERE ASKED TO ESTABLISH A CASCADE GROUP BY IDENTIFYING A SMALL GROUP OF PEOPLE IN THEIR ORGANISATION OR COMMUNITY WHO COULD BENEFIT FROM THE PROGRAM. PARTICIPANTS 'CASCADE'THE LEARNING FROM THE PROGRAM TO THOSE PEOPLE SO THE DEVELOPMENTAL BENEFITS ARE SHARED FURTHER. THIS ALSO HAS THE ADVANTAGE OF FOSTERING THE COACHING, TRAINING AND FACILITATION SKILLS OF THE PROGRAM PARTICIPANTS.

CASCADE GROUP MEMBERS WERE ASKED TO REFLECT ON THEIR EXPERIENCES.

"During the final days of 2011 I received a request from one very motivated and enthusiastic friend, Sue Robertson, asking me if I would participate in a Cascade Group which she was setting up as a requirement of her successful application for the Tasmanian Leaders Program. At the first meeting Sue explained the purpose of the Cascade Group was to impart knowledge she acquired from participation in this program to a wider audience.

As the months progressed I found myself looking forward to this meeting. There were a few reasons for this positive anticipation. The topics Sue brought to the table were varied and interesting, sparking lengthy conversations from all involved. The individual responses to the topics were often quite different, which then ignited further questions, debate and possible solutions.

Participation in the Cascade Group was an excuse for a social occasion through the week which one would rarely partake in. There were many times when realities were revealed and laughter would materialise, especially when working out our personality types and how they impacted on dealing with life issues. Sometimes the subjects discussed challenged our individual thinking, beliefs and standards and opened our thoughts to alternative views. It was interesting to see the topics evolve into useful information that could be used to enhance leadership skills.

I would recommend joining a Cascade Group for the learning which is achieved and the entertainment afforded by this experience."

JAN ROBINSON Clinical Nurse, Emergency Department North West Regional Hospital Burnie Cascade Group Member to Sue Robertson



"The persistent feature arising from Rosie's discussion of the workshops and topics addressed through the Tasmanian Leaders Program has been the opportunity to be exposed to highly skilled individuals, working in areas outside the normal realm of her professional practice.

I believe this has provided enhanced opportunity to critically appraise what may drive some of our social and commercial contexts and relationships. The big picture view of how we build and care for our communities and the people within them has been a timely fit for maturation of the service Rosie has developed. The TLP has provided a skill and knowledge base for a highly regarded speech pathologist that will certainly lead to more extensive and integrated services for the benefit of Tasmanian families.''

SONIA LILLICO Speech Pathologist Speech Pathology Tasmania Cascade Group Member to Rosie Martin



"Mark Millhouse commenced the 2012 Tasmanian Leaders Program with the same quiet, analytical and observant attitude by which he lives. While he recognised he was about to embark on a journey that would extend him beyond his comfort zone, Mark could not appreciate the impact on his professional approaches and personal boundaries.

Mark's initial quiet enthusiasm was borne from a resistance to unfamiliar settings and circumstance. And now, as the program draws to a close, I reflect on the enthusiasm with which Mark has increased his understanding of how to better lead. He now has a greater appreciation of the importance of creating a climate of openness and solidarity, whilst earnestly working to protect the interests of his team, thus proving to them that he is committed to, and passionate about, their success. The TLP has increased Mark's willingness to work through any obstacles he encounters, ensuring those around him will respect his integrity – and they'll want to work hard with him, and for him, to achieve results.

The stereotypical perception of the relationship between NGOs and the private sector being combative, rather than collaborative, is rapidly changing. The TLP is one such place this juxtaposition may be considered and the agenda behind associations explored. For participants from the NGO sector, Mark's contribution will have demonstrated the importance of an outcome-based approach to actions.

For Mark, I have watched him gain a greater understanding of how the public sector approaches changes and the complexity in achieving tangible outcomes. I feel certain Mark has gained further insight into factors that divide our communities. Whilst prior to the program his work was meticulous, I now see someone who will have a more holistic approach when assessing all organisational policies and programs, to ensure that they actively address, and do not contribute to maintaining, inequities within the Tasmanian community.

All of this, plus he now knows it's okay to hug strangers!"

JADE BARKER Tasmanian Project Coordinator Scarlett Alliance Cascade Group Member to Mark Millhouse



"Each Monday following a Residential Retreat or Linking Session was approached with an air of expectation. I'm not sure whether it was intentional, but on Thursdays, Kate let slip just enough information, to ensure Monday always started with a debrief of the weekend's sessions.

The enthusiasm for the program was infectious.

As the program progressed, I found myself bringing my own readings and thoughts to the conversation. The result being an ongoing, two-way dialogue, where we expanded on, and reinforced, many of the topics covered by the program.

It is to Kate's credit that she embraced the idea of Cascade Groups to bring her experience of the Tasmanian Leaders Program to others. In doing so, she inspired my participation in her learning, not just as an observer or sounding board, but also as a contributor and collaborator.

I'll miss the program nearly as much as the participants will."

GRADY VINCENT

IT Manager Royal Guide Dogs Tasmania Cascade Group Member to Kate Grady



2012 LEARNING SET PROJECTS

A KEY COMPONENT OF THE TASMANIAN LEADERS PROGRAM IS THE UNDERTAKING OF A PROJECT BY EACH OF THE PARTICIPANTS IN SMALL GROUPS. 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.

...IN MY STREET – WHEELIE AWARENESS

Members: JANE BOWLES, KATE GRADY, MARGIE JENKIN, BEN MAYNARD, STEWART SHARPLES, GINA SIDHU.

Project Vision: To build confident and safe communities through the promotion of a road safety wheelie-bin sticker campaign.

Project Update: In order to decide on a project and then begin the planning process, the Learning Set applied the tools and models presented to us during Linking Sessions and Residentials. Primarily, we followed the "Being Strategic" model that was introduced to us in March. We worked through a SWITCO, a Stakeholder Analysis and Environmental Scan in order to determine desired outcomes for the project, which in turn became the grounding for our strategic objectives and project scope. It is fair to say that the Learning Set found the "Being Strategic" model extremely helpful in navigating through a rigorous and logical process. While using these tools for the purpose of the project, a number of members found contextual opportunities to put some of them into practice in our workplaces.

We established some strong team processes for development and regular review of our project scope, which enabled us to prepare and submit our project proposal for ...In My Street to the Board in October. The Board provided extremely constructive criticism regarding the project's scope, stakeholders and public reach. We subsequently agreed that the project as it was submitted was too broad to achieve our targeted outcomes. We are currently in a review process reflecting on and evaluating the objectives and outcomes of the proposed project. The 'all and only test' has been applied at this stage to ensure we can deliver a strong community project with maximum benefits.

SEWING FOR THE FUTURE

Members: CHERYL FULLER, TRACEY TASKER, SUE ROBERTSON, DAVID HUGO, JOHN HOOPER, ALLAN WALSH.

Project Vision: To provide opportunities for meaningful engagement; develop skills and selfesteem; provision of soft textiles for local community organisations; and clothing production facilities for occupants at the Mary Hutchinson Women's Prison.

Project Update: The Learning Set visited the Mary Hutchinson Women's Prison as part of the Tasmanian Leaders Program. If it were not for the program, many of us would otherwise not have the opportunity to visit such facilities. Through this experience, we recognised that these women have limited opportunity to undertake meaningful and purposeful activity at the prison. We left the prison with the belief that we could contribute something to provide meaningful activities for these inmates that would change their experiences during their time at the prison. This, after a false start or two, led to our project.

The Learning Set is liaising with representatives from the Mary Hutchinson Women's Prison to deliver our project. We have engaged key stakeholders to identify the key concerns and develop strategies to address these issues.

The project objective is to source sewing equipment and appropriate training requirements for inmates to learn and/or develop sewing skills. These skills will be harnessed for inmates to produce clothing items for themselves and for distribution, through the assistance of not-for-profit partners, to niche markets in the broader community. Furthermore, the skills acquired by the program participants can then assist in their rehabilitation and potential future careers.





MARILLAC HOUSE FUTURE FUNDS INITIATIVE

Members: FRANCES BARTLETT, PAX TAYLOR, LUCINDA BRAY, MARK MILLHOUSE, GAYLE JOHNSTON, SIMON WIGGINS.

Project Vision: To develop and establish a four-year policy, framework and set of procedures to deliver sustainable revenue generation opportunities for Marillac House (owned by St Vincent de Paul), to overcome current funding issues and assist in emerging facility/ amenity issues which limit the Marillac House services available to those in need.

Project Update: The main purpose of Marillac House is to assist patients, carers and family members in times of crisis, accommodating those people who are undergoing surgery, ongoing treatment, emergency care and rehabilitation. The aim of Marillac House is to provide homely, low cost accommodation in a supportive and caring environment.

Upon receipt of a referral from relevant health network providers, Marillac House also provides financial assistance, including accommodation, food and clothing, to guests who may be homeless due to a trauma, health issue or accident. Current revenue constraints have significantly limited ongoing facilities development beyond replacement or repair of critical items.

The Learning Set has met with the Operations Manager of Marillac House and having viewed the facilities, it's clear that refurbishment of bathrooms and disabled access will need to be undertaken as a priority, as soon as funding becomes available. The Learning Set has obtained ongoing support from St Vincent de Paul for the project.

On completion, the project will have delivered: a fundraising event to raise immediate revenue; a fouryear framework ready for implementation to ensure sustainable revenue opportunities to enable critical facilities to be repaired, replaced or maintained; development of strategic alliances to embed Marillac House's profile; development of a communications plan to establish Marillac House's profile and raise community awareness; and a sustainable and transferrable fundraising model for comparable not-for-profit organisations.



OLD WISDOM INTO YOUNG LIVING

Members: ROSALIE (ROSIE) MARTIN, MATTHEW HUBBARD, LISA RUDD, TODD HOUSTEIN, SHARON PITTAWAY, ELEANOR JAMES.

Project Vision: By facilitating recorded interviews between youth and people aged over 80 years, we will foster connections that enable transfers of knowledge, particularly about stewardship and frugality.

Project Update: In December, our Learning Set made enormous progress by identifying a decision making process that works for us, and implementing it. After months of deliberations and false starts, we set out on 1 December to imagine, select, evaluate and prepare a business plan for a completely new project by 21 December, and we did it!

Our project will invite sixteen year olds to meet with older people – those who have lived through World War Two and everything since – to learn from them about life in years gone by. We hope that the older generation will share experiences of a less consumption-driven time, where thriftiness and frugality were common. Working with schools, we will assist students to use recorded interviews and photographs to create a website that focuses on the stewardship practices of older generations, and an art exhibition.

Old Wisdom into Young Living will benefit the participants and their wider communities by strengthening social connections, promoting critical thinking and encouraging those with life experience to share the lessons they have learned with tomorrow's leaders.



Skillsbank volunteers have a wide range of skills, knowledge, interests and experience across many industries and sectors. Through Skillsbank, they can be applied to community leadership via a number of

- avenues. These include (but are not limited to):
- board membership, development and/or governance advice
- guest speaking and facilitation

SKILSBANK

- mentoring for staff, volunteers or clients
- organisational review, change management, strategic planning and marketing

Skillsbank will help you find the right TLP graduate for your project and each project is individually negotiated, monitored and supported by the Project Coordinator. For more information or to receive an application form email skillsbank@tasmanianleaders.org.au or call (03) 6237 6440.

2012 PROJECTS

Sustainable Living Tasmania funding application for the SLIDE Project

Forward Radio start-up community radio station

Studentworks board position

Karinya Young Women's Service Inc management committee position

Vice Chancellor's Leadership Award mentor program

WomenSport and Recreation Tasmania governance training

Active Launceston (UTAS) social media training

Tasmanian Leaders Inc specialised advice

Department of Economic Development, Tourism and the Arts guest speaking

School Of Management (UTAS) guest speaking

Launch Learning Centres Inc specialised advice

Young Professionals Network of Tasmania guest speaking

Skillsbank gathered momentum in 2012 which saw 30 volunteers participating in 18 community projects. These volunteers accumulated over 250 hours of probono work to Tasmanian community organisations who

ASMANIAN

DFRS

Skillsbank provides high level volunteer services and advice

to community groups and not-for-profit organisations to

support their successful development and impact. The

Program as part of their ongoing commitment to

contribute to the Tasmanian community.

otherwise could not afford such support.

enthusiastic and professional volunteers are drawn from the graduates of the pre-eminent Tasmanian Leaders

in the community

This commitment does not account for the countless hours our graduates contribute to Tasmanian Leaders through the Alumni Sub-Committee, Skillsbank Steering Committee, Thinkbank Committee, participant recruitment and assistance with the writing and editing of the quarterly newsletter. These efforts are certainly noticed and appreciated.

The Skillsbank volunteers have mentored university students; provided advice and training to Active Launceston, Forward Radio, WomenSport and Recreation Tasmania; joined the boards and management committees for Karinya Young Women's Service and Studentworks; and delivered presentations to the Young Professionals Network Tasmania, the Department of Economic Development, Tourism and the Arts and the University of Tasmania's School of Management.

The volunteer spirit is embedded in TLP graduates and our 2012 project list demonstrates there is a strong focus on mentoring, board appointments and speaking engagements. These interest areas will form a targeted campaign to be undertaken in 2013.

We are eager to welcome the 2012 Tasmanian Leaders Program graduates into the Skillsbank fold.

TESTIMONIALS

BOARD APPOINTMENTS

Studentworks' mission is to provide a workplace enterprise which serves as a complementary educational environment for 14 to 16 year olds who require an intensely practical educational experience; and in so doing, to develop the skills and confidence required by these students to make a successful transition from school to work. Studentworks approached Skillsbank looking for a new board member with experience in human resources, industrial relations and/or marketing. Wayne Murraylee joined the Studentworks board in early 2012.

"The involvement has been positive in all aspects. Skillsbank is a great initiative and should have continual support. Wayne has been a great advocate for Studentworks. One more person knowing about Studentworks raises community awareness and extends our profile across networks that we might not otherwise access."

SHERYL THOMAS Chair, Studentworks

"I see I can add value to the business in human resources and marketing, while personally developing in the broader corporate governance and strategic areas."

WAYNE MURRAYLEE TLP 2011 Group Services Manager, pitt&sherry

MENTORING

The **Vice Chancellor's Leadership Award** is a program designed to offer participants the skills and insight necessary to better equip them to reach their potential, both personally and professionally. The program has three main elements: a volunteering component; a reflective writing component; and a series of seminars throughout the year, sometimes delivered by our own TLP graduates. We identified an opportunity for a mutually beneficial collaboration between VCLA participants and TLP graduates.

"Participating in the Tasmanian Leaders Program and University of Tasmanian mentoring initiative has been a positive experience. I realised I was able to offer support in multiple areas and enjoyed the independence and objectivity of the role (i.e. not the manager, nor performing a similar role or working in a similar environment). It was personally rewarding to provide assistance for someone with a sense of uncertainty regarding the direction of her career. We discussed options based on personal experience and provided links to networks and opportunities to assist in her thinking. I gained self-confidence through recognising my capacity to provide support to people beyond my work environment. It has been a rewarding experience and I would certainly do it again."

KACEY RUBIE TLP 2010

Senior Program Coordinator, Population Health, Department of Health and Human Services

GUEST SPEAKING

The Young Professionals Network Tasmania is a not-for-profit organisation that aims to foster links among young professionals from a broad variety of backgrounds. They were looking for an inspiring young Tasmanian who is passionate about what they do to tell their story at their Christmas networking function. Despite December being the busiest time of year at Mount Gnomon, Guy Robertson (TLP 2011) gladly volunteered.

"The Young Professionals Network Tasmania was delighted by the ease of arranging Guy Robertson to speak at our 2012 end of year networking event. We were extremely impressed with Guy's ability to relate his experiences back to networking and his positive outlook on opportunities within Tasmania. We will certainly seek to engage the Tasmanian Leaders Skillsbank when requiring a reputable Tasmanian speaker in the future!"

NICOLE MULLER

Tasmanian Regional Liaison Co-ordinator, The Institute of Chartered Accountants in Australia

THANK YOU

To our Skillsbank volunteers: Jason Unwin, Christopher John, Stuart Wiggins, Cat Schofield, Janet Carty, Wayne Murraylee, Meg Archer, Kacey Rubie, Suzanne Purdon, Dean Mundey, Steve Willing, Glenn Joyce, Steve Henty, Alan Rosevear, Kiros Hiruy, Michelle Swallow, Angela Driver, Amanda Castray, Michael Sims, Guy Robertson.

LEADERSHIP CHAMPIONS

Our Leadership Champions are a fabulous group of critical friends who champion for the organisation and help us inspire Tasmanian leaders to reach their full potential. They are scattered across Tasmania and include prominent leaders from all sectors of public life, including business, industry, the arts, the public sector, politics and community organisations.

A Leadership Champion's role is to help, enable and encourage emerging Tasmanian leaders to make a difference – to contribute to the community and to help make Tasmania a better place to live, work and do business.

Specifically, they help Tasmanian Leaders Inc. by:

- selecting and mentoring participants
- developing the Tasmanian Leaders Alumni network
- promoting and supporting the program across their own networks
- sharing their knowledge and experiences with the participants
- developing regional (North, North-West & South) leadership networks

Through their support, our Leadership Champions help ensure participants, their sponsor employers and the Tasmanian community receive maximum benefit from the program.

CURRENT LEADERSHIP CHAMPIONS

MELANIE BARTLETT JANE BENNETT RICHARD BOVILL **BOB CAMPBELL** NEROLI ELLIS MICHAEL FIELD AC LARA GIDDINGS MP MATTHEW GROOM MP PETER GUTWEIN MP NICHOLAS HEYWARD GREG MCCANN NORM MCILFATRICK **ROBYN MOORE** CHRISTINE MUCHA **RICHARD MULVANEY** FELICITY NOVY DAN NORTON DAVID O'BYRNE MP TOM O'MEARA JOHN PITT PETER RATHIEN MARTIN REES HEATHER ROSE **KATHRYN THOMAS** MARKTHOMAS ALBERT VAN ZETTEN MIKE VERTIGAN AC **JONATHAN WEST** MALCOLM WHITE DON WING



GRADUATE ROSALIE MARTIN WITH LEADERSHIP CHAMPION ROBYN MOORE.



2012 GRADUATE CHERYL FULLER, WITH LEADERSHIP CHAMPION CHRISTINE MUCHA AND 2012 GRADUATE TODD HOUSTEIN.

THANK YOU

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

FINANCIAL SUPPORTERS OF 2012 PARTICIPANTS

Australian Bureau of Statistics Australian Nursing Federation Avidity Training and Development Brighton Council Colony 47 Diabetes Tasmania Font PR Grange Resources Integrity Commission Jordan River Learning Federation Landcare MMG pitt&sherry **RDS** Partners Royal Guide Dogs Tasmania Southern Water St Vincent de Paul Society (Tasmania) Inc. Sustainable Living Tasmania Tasmanian Association of Community Houses Tasmanian Early Years Foundation The Examiner University of Tasmania VEC Civil Engineering Pty Ltd Vos Construction Walsh Day James Mihal Pty Zeeman + Zeeman

TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

AMANDA CASTRAY TLP 2009 – Chair JOHN RALPH TLP 2007 – Treasurer SHERRI RING TLP 2009 ANDY VAN EMMERIK TLP 2010

Until July 2012

FIONNA BOURNE TLP 2008 – Secretary KATHERINE MIGUEL TLP 2008 LOUISE MILLS TLP 2007 GINNA WEBSTER TLP 2008 – Chair STEVE WILLING TLP 2009

From July 2012

BRENDAN CHARLES TLP 2009 RUTH FORREST TLP 2011 JILL MAXWELL TLP 2011 MARTHA ROBSON TLP 2011 – Secretary MELINDA THOMAS TLP 2011 STUART WIGGINS TLP 2009 – Deputy Chair

Also special thanks to those who contributed photography including Kelly Eijdenberg, Sharon Pittaway and Jack Robert-Tissot.

TLP 2012 PARTICIPANT SELECTION

SHONA BESWICK TLP 2010 Director Beswick Administration & Training

GILLIAN BISCOE TLI Board Member Executive Director The Bellette's Bay Company

BOB CAMPBELL TLI Board Member Chair Tasmania *Together* Progress Board

LOU CLARK **TLP 2009** Community Relations Specialist Bell Bay Aluminium

ANGELA DRIVER TLP 2009 General Manager Tasmanian Leaders Inc.

WAYNE MURRAYLEE **TLP 2011** Group Services Manager pitt&sherry

IAN NELSON TLP 2007 Principal Ian Nelson Consulting

GINNA WEBSTER TLP 2008 Director, Community Corrections Department of Justice

STEVE WILLING TLP 2009 Coordinator Organisational Development Tasmania Fire Service



2012 GRADUATES AND GUESTS AT THE NETWORKING EVENT, INSTITUTE OF SPORT LAUNCESTON, FRIDAY AUGUST 18.

TLI BOARD MEMBERS

JOHN PERRY (CHAIR)

In 2009 John 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 and 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 co-facilitating the TLP Residentials. Gillian is Executive Director of the Bellettes Bay Company Pty Ltd, is on the Tasmanian Government's Honour Roll of Women,

is an Executive Associate of JTA International, and is a graduate of the Australian Institute of Company Directors, the University of New South Wales, and the University of California in 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. In 2010 Gillian was awarded the Sidney Sax medal for her outstanding contribution to Australia's health sector.



LOU CLARK

Since July 2011 Lou has worked for Bell Bay Aluminium (formerly Rio Tinto Alcan) as their Community Relations Specialist. Lou started her career in the legal profession in 1991, although quickly

transitioned from law into media sales and marketing. Lou worked for WIN Television in senior positions in sales and marketing, for 14 years, including as their Launceston Manager. From 2008-2010 she was the Executive Officer of the Launceston Chamber of Commerce. Lou has been involved with Festivale, one of the State's premier food and wine events for 12 years and is the current Chair of the Festivale Committee. She is a past President and current member of Tamar Sunrise Rotary Club, the deputy chair of Regional Development Australia, Tasmania, and is a member of the Scotch Oakburn College Board of Governance.



LIZ JACK (UNTIL JULY 2012)

As the General Manager, Macquarie Point Development Project, Liz is currently overseeing the establishment of the Macquarie Point Development Corporation, which

will be responsible for the remediation and future development of the Macquarie Point railyards site. Most recently she was the Deputy Secretary, Culture, Recreation and Sport within the Department of Economic Development, Tourism and the Arts, a position she held for four years. Liz was previously employed as Deputy Secretary, Enterprise Development within the department, and Director of Sport and Recreation Tasmania, with responsibility for the overall development and delivery of sport and recreation infrastructure, programs and services within the state. Liz is also Chair of the Fahan School Board.



MARK KELLEHER (FROM OCTOBER 2012)

Mark was appointed to the position of Secretary of the Department of Economic Development, Tourism and the Arts in May 2009. Preceding this appointment he was Managing Director

of Roaring 40s, a leading Australian-based renewable energy company developing and operating wind farms in Australia, China and India, from September 2005 until May 2009. During this time he was also a board member of the Australian Clean Energy Council. Previously, Mark was with Hydro Tasmania for approximately 12 years. During that time he held a number of senior positions including General Manager Business Development and General Manager Corporate and held lead roles in major projects, such as the Tasmanian electricity industry restructure, Basslink and entry into the National Electricity Market.



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. He 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.



DAVID SADLER (FROM MAY 2012)

David has first and Master's Degrees in Metallurgy, but his career has spanned industries as diverse as manufacturing (food and beverage packaging, aluminium rolling, and aluminium foundry products

for the automotive industry), processing (aluminium smelting) and mining seeing him work in Africa, North America and Kazakhstan. While in line management positions he has had accountability for significant numbers of people – up to 6,000 while he was Managing Director and CEO of Palabora Mining Company in South Africa. Over the last few years he has worked in advisory positions to senior management particularly with respect to health, safety and environment. Recently he has also taken on the role to develop the Barrick Regions strategy for corporate social responsibility.



GINNA WEBSTER

As the Director of Community Corrections (Tasmania), Ginna has overall responsibility for the strategic direction of the agency working with offenders on community based orders to reduce reoffending 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 was the chair of the Alumni in 2011 and 2012.



ROB WOOLLEY (FROM MAY 2012)

Rob is the Chairman of Tandou Limited, a publicly listed, water investment and agri business, based in the Murray Darling river system. He is Chairman of Tasmanian Pure Foods Ltd, owner of the organic baby

food company Bellamy's Organic. Rob is also the Chair of Freycinet Coast Financial Services Ltd, a community bank on the East Coast of Tasmania, a part of the Bendigo Bank network. Rob is also the Chairman of the Tasmanian Forests and Forest Industry Council. Previously Rob has been the Managing Director of Webster's Ltd and before that a partner in Deloitte where he specialised in corporate structuring.

TLP ALUMNI

TLP 2007

RENEE ANDERSON People Manager Distribution Business Aurora Energy

JANINE ARNOLD Senior Advisor Office of Hon. David O'Byrne MP

TIM BISHOP Corporate Account Manager – Food & Beverage Group ANZ Ecolab

JULIA CURTIS A/g Director State and Territory Statistical Services Australian Bureau of Statistics

ANDREW FROST Manager Parking Operations and Carr Villa Memorial Park Launceston City Council

MAREE FUDGE Principal RDS Partners Pty Ltd

KIROS HIRUY PhD Candidate, Institute for Regional Development University of Tasmania

CHRISTOPHER JOHN Chief Executive Officer United Synergies Ltd

WAYNE JOHNSON Administrator of the Magistrates Court, Tasmania Department of Justice

GLENN JOYCE Business Manager Eskleigh Foundation Inc

TOM LEWIS Principal RDS Partners Pty Ltd

SUZANNE MARTIN Veterinarian ZACH MCARTHUR Principal WHK

LOUISE MILLS Deputy Director Corporate Services Department of Premier and Cabinet

IAN NELSON Principal Ian Nelson Consulting

JOHN RALPH Project Manager – Regional Development Department of Economic Development

SANDIE SILVA Internal Communication Manager Aurora Energy

MICHELLE SWALLOW Director Leadership and Change Consultants Pty Ltd

JASON UNWIN Managing Director Workforce Health Assessors

DEIDRE WILSON Director Policy Division Department of Primary Industries, Parks, Water and Environment

TLP 2008

FIONNA BOURNE Manager, Marine Farming Department of Primary Industries, Parks, Water and Environment

SUSIE BOWER Community Services Manager Dorset Council

CELIA BRAY Consultant Omni Consulting and Coaching VANESSA COX Company Director Necessary Group

MATT DUROSE CS Operations Manager Mission Australia

LIILA HASS Owner Liila Hass Naturopathy

SAM IBBOTT Director Marine Solutions

NATASHA KEEP General Manager Business and Community Pty Ltd

MARK MASON Principal Policy Analyst Department of Health and Human Services

KATHERINE MIGUEL Business Manager Klimate Solutions

LISA NELSON

JOE O'BYRNE Design & Construction Manager J. Hutchinson Pty Ltd

BEN O'DONNELL Business Improvement Manager Rio Tinto Diamonds

CRAIG PERKINS Chief Executive Officer Regional Development Australia - Tasmania

JOHN RANICAR Managing Director Ranicar Pacific Pty Ltd

TED ROSS Director Infrastructure Services Meander Valley Council

STUART SMITH Executive Officer LAUNCH Youth Inc. GINNA WEBSTER Director, Community Corrections Department of Justice

TLP 2009

STUART AUCKLAND Program Coordinator (Rural Health) University of Tasmania

JAN BATCHELOR Principal Policy Analyst Department of Education

JANET CARTY Executive Manager Health Transport Ambulance Tasmania, Department of Health and Human Services

AMANDA CASTRAY Program Manager Sense T University of Tasmania

BRENDAN CHARLES General Manager, Technology Services Federal Group

LOUISE CLARK Community Relations Specialist Bell Bay Aluminium

JANE CROSSWELL CEO YMCA – Hobart

ANGELA DRIVER General Manager Tasmanian Leaders Inc

JENNY EDIS President Launceston Harvest Inc

JASON HAY Operations Manager Klimate Solutions

DION LESTER Team Leader – Planning & Environment pitt&sherry SIMON MATTHEWS Executive Director Christian Schools Tasmania

ZAC MCGEE Production Manager Spring Bay Seafoods

ANDREW MOORE State Manager AFL Sportsready

MEGAN MORSE Executive Director Allied Health Darling Downs Hospital and Health Service

MARK PARSSEY Enterprise Application & Information Integrator Department of Infrastructure, Energy and Resources

COREY PETERSON Sustainability Manager University of Tasmania

STEPHEN PIPER Business Improvement Specialist Gove Operations Pacific Aluminium

SHERRI RING Business Owner/Manager Energy Health Concepts

NARELLE SMITH Manager Population Health Equity Department of Health and Human Services

STUART WIGGINS General Manager VEC Civil Engineering Pty Ltd

STEVE WILLING Coordinator Organisational Development Tasmania Fire Service

TLP 2010

MEG ARCHER Executive Support, Office of the Dean of Education Faculty of Education, University of Tasmania

IAN BESWICK Logistics Superintendent Simplot Australia SHONA BESWICK Director Beswick Administration & Training

REBECCA GRAY VET Teacher Marist Regional College

JO GREGG Senior Engineer/Project Manager SEMF Pty Ltd

TONIA GRETSCHMANN Principal The Paper Shed

SAM HORSMAN Partner PJS Financial

CLYNTON JAFFRAY Business Manager University of Tasmania

MARK JEFFERSON Manager Tasmania Sims Metal Management

WIN MAHAR Chief Financial Officer pitt&sherry

SIMON PAUL Coordinator Clarendon Vale Neighbourhood Centre Inc

SUZANNE PURDON Centre Leader Derwent Valley Child and Family Centre

ALAN RADFORD Managing Director Speedfox Consultancy Pty Ltd

KACEY RUBIE Senior Program Coordinator Population Health, Department of Health and Human Services

CAT SCHOFIELD Strategic Nurse Coordinator

Mental Health Services, Department of Health and Human Services

MICHAEL SIMS Principal Arbour Health

NATASHA SLICER

DARRYN SMITH Manager North West Tasmania Fairbrother Pty Ltd

ANDREW TRUSCOTT Manager Environmental Sustainability Ben Lomond Water

ANDY VAN EMMERIK Principal Program Development Engineer Department of Infrastructure, Energy and Resources

TLP 2011

IAN ADAMS Chief Operating Officer Southern Cross Care (Tas) Inc

LUCY BYRNE Active Launceston Program Manager University of Tasmania

SIMON CHANDLER Asset Performance Assurance Manager Hydro Tasmania

AMANDA DALY Senior Analyst, Policy and Research Department of Health and Human Services

PHILLIP DEWIS Group Business Development Manager Blundstone Australia

POPPY FAY School Executive Officer; School of Architecture & Design University of Tasmania

RUTH FORREST Member of Legislative Council Parliament of Tasmania

NICK HADDOW Managing Director Bruny Island Cheese Co.

STEVE HENTY Finance and Administration Manager Net Sea Freight – Tasmania Pty Ltd MICHAEL KELLY Deputy CEO Relationships Australia Tasmania

JILL MAXWELL State Manager Volunteering Tasmania

BRETT MCDERMOTT Senior Manager KPMG

DEAN MUNDEY Senior Executive Officer, Office of the Provost University of Tasmania

WAYNE MURRAYLEE pitt&sherry Group Services Manager

GUY ROBERTSON Owner Mount Gnomon Farm

MARTHA ROBSON Statewide Operations Manager, Community Corrections Department of Justice

ALAN ROSEVEAR General Manager Business Services TasmaNet

JOHN ROWLAND Manager, Development and Risk Anglicare Tasmania Inc

JAMES SUGDEN Mechanical Engineer pitt&sherry

MELINDA THOMAS Training Manager The Skills Institute

CATHY TONKIN Nurse Unit Manager Royal Hobart Hospital

JO TUBB Field Officer for the Northern Midlands Simplot Australia

JULIE WADDINGTON Senior Operations Coordinator Ten Days on the Island

MARK WATSON

TASMANIAN LEADERS ALUMNI

Congratulations to all the graduates of the 2012 Tasmanian Leaders Program – we look forward to welcoming our new members to the Tasmanian Leaders Alumni family.

The Tasmanian Leaders Alumni was developed in 2007 with the aim of sustaining the involvement of graduates in ways which complement 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, further participate in community leadership and engage in networking with other graduates and social activities.

The 2012-13 Alumni Sub-Committee comprises Amanda Castray (Chair), Stuart Wiggins (Vice-Chair), Martha Robson (Secretary), John Ralph (Treasurer), Jill Maxwell, Andy Van Emmerik, Melinda Thomas, Sherri Ring and Brendan Charles. A big thank you goes to members of the out-going committee – Ginna Webster (Chair), Fionna Bourne (Secretary), Katherine Miguel and Steve Willing. Thank you also to those Alumni members outside of the committee who also contribute and support the various activities throughout the year.

Over the past 12 months the successful *Lunch with a Leader* series was held in Launceston and Hobart each month with an interesting variety of local leaders including Barbara Etter, Rick Marton, Peter Kearney, Greer Sakul, Caroline Wells, Charles Badenach and Sally Darke. I would particularly like to thank Andrew Frost in Launceston and Sherri Ring in Hobart for their assistance in organising such a popular event which continues to attract at least half a dozen people to each.

The Annual Tasmanian Leaders Alumni Congress provides an opportunity for graduates to connect with others, refresh and expand leadership knowledge and contribute to new thinking for Tasmania. This year's Congress was held from 28-29 July at Wrest Point Hobart and took on a more 'family affair' and included sessions with Tasmanian Leaders Board members Gillian Biscoe and Brian Lewis, and graduates Kiros Hiruy, Suzanne Purdon and Julie Waddington. TLP graduate, Michelle Swallow supported the Congress through sponsorship of the Leadership & Change Consultants Café with six guest graduates from other leadership programs joining us for lunch to talk about their experiences. Our external guest speaker, Brian Edwards, provided some great lessons on change management. The Congress included the inaugural Thinkbank session facilitated by Jill Currey and TLP graduate Dean Mundey, which will become a feature of our annual congress. Minister for Economic Development, David O'Byrne joined the Thinkbank session to hear a summary of the conversations.

I would particularly like to thank Ginna Webster, John Ralph, Angela Driver and Natalie Hayes, as well as all members of the sub-committee for their hard work and dedication – it really was a highlight of 2012. In 2013 we look forward to welcoming the 2012 graduating class to our Congress in Launceston from 26-28 July 2013. In November 2012, the Alumni hosted a highly successful Dinner with the Premier in Hobart with the theme of *Leading in a Complex Environment.* 45 guests from a cross-section of graduates, current participants and members of the Tasmanian Leaders Board attended the event held at the Henry Jones Art Hotel. The Premier delivered a presentation to the group and was part of a participatory conversation amongst attendees. The event was facilitated by Deborah Rhodes, a consultant in international development, using a participatory, strengthbased approach, focusing on what Tasmania does well and driving the discussion towards solutions. The Alumni aims to make this an annual event, providing an opportunity for graduates to contribute to the leadership thinking in Tasmania with the Premier of the day.

Over the last twelve months the Alumni Sub-Committee has continued its strong working relationship with Tasmanian Leaders thanks to the efforts of General Manager Angela Driver and Project Coordinator Natalie Hayes. In 2013 we are looking forward to partnering on some exciting projects that will provide further benefits and infrastructure for the continued growth of the 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 Sub-Committee and inclusion of two graduates on the Board in Ginna Webster and Lou Clark.

The graduates of the 2012 Tasmanian Leaders Program should feel proud of all they have achieved over the last twelve months. It is the starting point for fantastic opportunities to lead and contribute to the Tasmanian community. As a member of the Alumni those opportunities will increase and we will be joined by another group of diverse, inspirational and talented leaders.

AMANDA CASTRAY Chair Alumni Sub-Committee January, 2013

2013 TASMANIAN LEADERS ALUMNI CONGRESS DELEGATES, WREST POINT, SUNDAY JULY 29.













2011 GRADUATION DINNER

FRIDAY 17 FEBRUARY 2012, Henry Jones Hotel, Hobart









































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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

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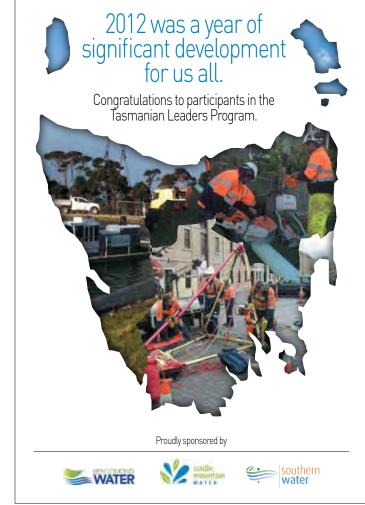
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