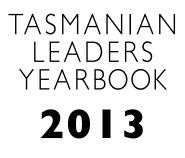
# TASMANIAN LEADERS YEARBOOK 2013





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Photographs by TIM MOSS

Designed by





# OUR MISSION

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



# **OUR VALUES**

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



# 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.

Participants are selected through an application and interview process which occurs during 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 AND SENSE OF COMMITMENT TO TASMANIA BY THE PARTICIPANTS
- IMPLEMENTATION OF FOUR SUCCESSFUL COMMUNITY OR BUSINESS DEVELOPMENT PROJECTS UNDERTAKEN BY PARTICIPANTS EACH YEAR

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

# MESSAGE FROM THE CHAIR



In 2013 we were thrilled to deliver our seventh Tasmanian Leaders Program. The basic structure of the program was similar to other years but as always the program content was unique and tailored for the 2013 group of participants and to critical concerns and exciting opportunities relevant to Tasmania in 2013.

We had many exciting additions, including new presenters such as Nicola Brazil, Brian Edwards, Jerrell Rechter, Nairn Walker, Holger Mienke, Ray Mosotgl, Dale Elphinstone, Patsy Biscoe and Stuart Winspear to name but a few. Their leadership stories complemented our regular leadership presenters including Greg McCann, Joan O'Shea, Steve Willing, Katherine Street, Sharon Jones, Lucy Lester, Robert Pennicott and Michael Field – again, just to name a few.

These and other speakers helped provide the content of our Linking Sessions, which once again featured different topics, varied professional development and different delivery methods. As always, the Residentials were a key feature of the Tasmanian Leaders Program. For the seventh time these were skilfully designed and facilitated by world-class experts Brian Lewis and Gillian Biscoe (who are also founding board members). We cannot thank them enough for their incredible ongoing generosity and extraordinary involvement throughout the program.

Our recruitment for the 2013 program was the most successful ever – we received the highest number of applicants so far. Thanks to the recruitment team for their dedication in conducting interviews and assessing applications across the State; it was a huge effort! A big thank you to all the people who recommended TLP to suitable applicants – this is still by far the most effective way of promoting the program and attracting suitable applicants.

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

2013 has also been an extremely busy year for all of us at Tasmanian Leaders Inc. In addition to delivering the Tasmanian Leaders Program, we also manage a series of offerings for our TLP graduates through initiatives such as Skillsbank and Thinkbank. This is done with the generous support of the Winifred Booth Estate.

In 2013 Skillsbank narrowed its focus to providing Tasmanian not-for-profit organisations with board directors, mentors and public speakers. It will continue to focus on these three areas in 2014. Thinkbank, our newest initiative, is a forum which engages TLP graduates in critical analysis and discussion to facilitate positive change for Tasmania's future. In 2013, two Thinkbanks were held: Building Resilient Communities and Learning to Change Tasmania (I would encourage you to read more about these on pages 48-49 of this Yearbook).

Skillsbank and Thinkbank are reliant on the generosity, good will and diverse professional skills of our graduates. We are continually amazed and incredibly proud of the support given back to the community and our organisation from this impressive, ever-growing resource. I cannot thank the Alumni Sub-Committee enough for all the work they do to extend the aims of the program and help offering graduates a curated program of events and continued professional development, including the annual congress and the ever popular Lunch with a Leader series in Hobart and Launceston. I'd particularly like to thank Amanda Castray (chair until July) and Brendan Charles (chair from July) for leading the subcommittee in 2013. A huge thank you also, to our own staff who work tirelessly to help deliver the Alumni Sub-Committee's planned activities as well as other TLI events.

There are too many TLP graduate achievements to mention, so much so we have added an entire new section in our year book to celebrate their successes (see pages 61-65). I would, however, like to highlight two achievements: Nick Haddow, Founder and Managing Director of Bruny Island Cheese for winning 2013 Australian Business of the Year at the Telstra Business Awards; and Jenny Edis, Founder and then President of Harvest Launceston for winning the *Delicious* Magazine's Outstanding Australian Farmers' Market award.

Continuing with the theme of success I was delighted to attend the Learning Set Project presentations in July. The projects are yet another way in which our participants make extraordinary and diverse contributions to Tasmanian communities. Let me provide a brief summary of three projects completed in the past 12 months:

- Hand Made With Pride (HMWP) is a project helping female prisoners make craft products for various Tasmanian not-for-profit organisations. HMWP has delivered many benefits to those who receive the crafted products, as well as to the women in the prison who develop skills and receive a sense of pride by being able to give back to the community.
- Old Wisdom Landing In Safe Hands (OWLISH) has helped facilitate the wisdom of our senior generation landing in the safe hands of our youth. This intergenerational exchange enhances health and well-being and develops new skills for young and old. The youth involved have uploaded a website to share their stories and experiences.

Marillac House Future Funds Initiative develops sustainable revenue generation options for the operation of Marillac House. As well as developing strategic alliances, a communications plan, and a sustainable funding model, this project delivered a successful fundraising event with Father Bob Maguire as keynote speaker – a great event that was professional, well attended, and raised much needed funds needed to support Tasmanian families in a time of crisis.

To undertake all that we do involves a tremendous amount of work from many people. Thank you to TLP graduate and wonderful General Manager, Angela Driver, who works tirelessly to improve and develop our organisation and deliver a fantastic program. Thank you also to TLI Project Coordinator Natalie Hayes, who has delivered many successful events in 2013 as well as working unstintingly on Skillsbank and Thinkbank.

Thank you too, to our leadership champions. They are a dedicated mix of business and community leaders who continue to help support participants, graduates and TLI in many ways.

Thank you as always to our dedicated Board. They contribute enormously towards our success as well as to the strategy, operation and governance of our organisation. Special thanks to Ginna Webster and Lou Clark who served in the two board positions for TLP graduates. Lou Clark's term concluded during the year and we thank her for all her contributions over the past two years.

A very big thanks also to Gillian Biscoe, Mark Kelleher, Brian Lewis, David Sadler and Rob Woolley and an especially big thank you to Deputy Chair, Anthea Pritchard. I have said many times that our board is a working board, but in addition to the many significant and varied contributions each board member has made in 2013, they all bring highly valued skill-sets to the boardroom table and I thank them for their support and challenges in equal measure.

It is with great pleasure that we welcome TLP 2010 graduate Shona Beswick to the Board to take over from Lou. Shona has fourteen years' experience as a selfemployed business consultant and trainer, and comes with a proven track record in business management, financial accounting and corporate governance.

Tasmanian Leaders has become a catalyst for important activity. Through it, in 2013 alone:

- 625 days were invested by individuals in leadership development, capacity building and investigating key issues and opportunities for Tasmania;
- More than 120 hours were donated by at least 115 individual business and community leaders;
- More than 180 hours were donated by 16 expert trainers and facilitators for the professional development of our participants; and
- 3 scholarships collectively worth \$12,100 were provided to individuals and organisations who otherwise would not have been able to participate in the TLP.

Furthermore, our Alumni have contributed the following:

- 200+ hours volunteering through Skillsbank;
- 240+ hours volunteered through Thinkbank; and
- countless days (months and years) dedicated to the improvement of life in Tasmania that, for the most part, is unacknowledged and much of it is uncaptured.

These brief statistics provide a hint of the impact Tasmanian Leaders is having in the community and our ability to leverage the financial support from the State Government, through the Department of Economic Development Tourism and the Arts. A massive thank you to the Department and the Minister for this vital support. The Government's investment has an amazing multiplier effect – each year helping generate 5-6 times that investment in overall program value.

Last and certainly not least, we thank the other sponsors of Tasmanian Leaders. Without their support the program certainly would not be possible:

A huge thank you, to our two major cash sponsors, pitt&sherry and TasWater. Their financial support and involvement in the program provides a tremendous boost to our organisation and helps enable us to deliver Tasmania's premier leadership program.

Thank you to the Federal Group which has, once again, provided excellent facilities and significant financial support for our Residentials. Thank you again to WIN Television whose generous advertising package played a role in the increase in applications. We were particularly pleased to create a new advert featuring employer endorsements for the program from Daniel Hanna – Federal Group, Adrienne Piccone – Volunteering Tasmania, John Pitt – pitt&sherry, and Ros Harvey – Sense-T.

KPMG continued to manage our accounts proficiently and professionally, which is a huge resource saver to the organisation. Thanks also to the Launceston Chamber of Commerce and Regional Development Australia – Tasmania for sharing some of their fantastic office space with TLI in Launceston, and the latter for also sponsoring an event on the North West Coast for our Alumni and current participants.

Thank you to other sponsors VEC Civil Engineering, the Department of Foreign Affairs and Trade, and our participant scholarship providers NRM North and the Department of Economic Development, Tourism & the Arts.

We certainly could not provide the quality of program or breadth of activities, without this level of investment and support!

We often refer to the Tasmanian Leaders Program, not as a series of events, but as a journey. And so at the beginning of 2014 it is timely to pause, reflect and celebrate the journey to this point knowing that it is only one stage, or marker in time, of each participant's leadership journey – journeys that will sweep up other Tasmanians and continue the positive impact of TLI on Tasmania and its communities.

To TLP 2013, we look forward to staying in touch and continuing the journey with you. And we extend you a huge welcome to the Tasmanian Leaders Alumni!

JOHN PERRY Chair, Tasmanian Leaders Inc.

# REFLECTIONS ON THE TLP JOURNEY

2013 participant Erin Smallbon, Registered Nurse, Calvary Health Care Tasmania, shared her Tasmanian Leaders Program journey at a networking event on Friday November 15 at the Tasmanian Museum and Art Gallery in Hobart. Below is a transcript of her speech, produced with Erin's kind permission.

Today I would like to share with you some of my experiences from TLP and my journey through 2013. In particular I would like to share with you how my TLP journey has brought me a growth in confidence and allowed me to embrace my own uniqueness.

2013 has been a phenomenal year for me. I left my full time job in February of this year to return to working part time as a Registered Nurse and to undertake the TLP and a Health Coaching Certificate with the Institute of Integrative Nutrition in New York. My dad was unwell, my relationship was having some problems and all of this time I thought that I could start my own business as a health coach.

The decision for me to leave my secure, career moving position left me with a huge feeling of what the hell am I doing with my life?". I am an intelligent woman with a 'lot of potential' and here I was taking a backwards step, working part time and kicking up dirt in the face of my feminist sisters, because my overwhelming feeling for a lot of the year was that I really just wanted to be at home. I was meant to be at work, heading up the ladder, fulfilling my potential and others' expectations. But it was not what I wanted. I did not want to fulfil someone else's view of my own potential. I wanted to fulfil my own view of my potential. To live a life of my dreams. To do something that truly fulfils me. And I had a lot of people tell me that sometimes you don't get to live the life of your dreams. You don't get the job you want. But I did not listen to them. Because I believe in miracles.

I have spent so much of my life with self-limiting thoughts. I was a nurse, a woman, and a Tasmanian. Someone told me that was three strikes! I felt like I was in a box. I felt like I'd had my wings clipped. I was not good enough, smart enough, bolshie enough to be what I wanted or soft and open enough to be who I wanted to be. And now that I am at the end of the program, you know what? I have realised who I am and I can have everything I want.

MyTLP journey has brought me to a place of selfacceptance; to a place where I believe in myself – and even though right now I have a vision of where I want to go in my future, some of the steps remain hidden. But I am trusting that all will unfold perfectly.

But how did I get to this place? Well, I have never met a group of people like this TLP fraternity before. To be a member of a group like this is a phenomenal experience and it is through them that I have gained the most learning. The reflections from every member of that group and from every speaker, is always one of the most powerful learning experiences for me. I am able to see myself in others. I am able to see my closed mindedness, my judgements and the parts of myself which I do not like so much. But I am also able to see others' magnificence and to see them shine. And I believe you only see those things when you can recognise them within yourself.



Our group is filled with many different people from many different backgrounds.There

are people within our group who I would have been extremely unlikely to meet, let alone speak to over dinner with unhindered access to their thoughts and words. To experience that first hand is amazing. You spend 12 months with these people and you get to know each other. You experience each person's strengths and weaknesses. You know what gets up their goat, where their values lie, what they love best. Who thinks penalty rates should go, who thinks the Greens are eco-terrorists and who prefer the world with unicorns and rainbows.

But before TLP I would see someone else say something which I did not agree with and my thoughts would be 'I can't believe they just said that! We will never be friends!' TLP has allowed me to accept someone despite their differing views. You know, it's all ok! It takes all types. And you know what? Just as my life experiences have shaped my thoughts and feelings, so have each one of yours. Most people did not just wake up one day and think 'I hate the Greens' or 'I am Labor through and through' or 'Gosh I LOVE coffee' or 'we should stop the boats' or whatever it is you may have an opinion about. Those thoughts are shaped. Many are nurtured over periods of time: you have thought about what others have said, ideas are formed in your mind then torn apart and then put back together again. And this becomes what you think and believe.

Now, when I hear someone say something which I do not agree with, TLP has helped me to change my initial response to 'Wow, that's fascinating...why do you think that?' because the WHY is so much more important than what they have just said. Why do they feel that?

The lesson learnt here is what helped cultivate my growth in self-confidence. When I first started in TLP I felt like I did not belong here. I wondered why I was here. I felt I did not fit in and that the way I felt and what my thoughts were, were sometimes not okay. But what TLP brought me was a few people who thought and felt the way that I did. And the realisation that you are not alone and there are kindred spirits out there has been a wonderful thing to experience.

But as the year has gone on, I realised that as much as I appreciated all my colleagues, they also appreciated me, and that my contribution was just as important as theirs. What makes up the beautiful world that we live in is people of all types, persuasions, thoughts, dreams and words. And my type, persuasion, thoughts, dreams and words add to that beauty, just as yours do.

So, I no longer want to live in that box of my own creation. I no longer wish to live my life with my wings clipped. I want to spread my angel wings and make my dreams come true, and TLP has helped me to see that. Thank you.



2013 participant Tim Moss, Deputy Head of School (Education), University of Tasmania shared his Tasmanian Leaders Program experience at a networking event on Friday August 16 at The Boathouse in Launceston. Below is a transcript of his speech, produced with Tim's kind permission.

For as long as I can remember, I have needed to wear glasses. Over the years, my vision has declined steadily, but I am grateful that my memory has not...

I still remember quite vividly the experience of getting my first pair of glasses. It

was primary school, and I recall sitting in the chair at the optometrist's office, feeling more than a little apprehensive as he put the giant apparatus on my face, with lots of different mini-lenses in it. I looked at an illuminated chart of letters as he played with a variety of switches, flicking them back and forth as small lenses jumped in and out of my vision. I felt more than a little dizzy; that sense of disequilibrium as my vision swam in and out of focus, and he asked "Do you prefer A, or B? And now B, or C?" The process took a little longer than I thought it should, partly because I liked both A and B, as both were much better than my current view of the world! But by the end of it, that dizziness had been replaced by a different kind of feeling anticipation. And I will always, always remember the feeling of absolute wonder that I felt as we drove home a week or so later when my new glasses had arrived, as I gazed endlessly out of the car window and looked at the leaves on the trees, the wires on the power poles and the birds flying between the two - details that were hitherto invisible to me, just small blurry blobs attached to much larger blobs. My world would never be the same again.

And now to the Tasmanian Leaders Program. As Angela will tell you, my entire interview for the program took about seven minutes, so I will try to speak more fully now than I did then. There is certainly a great deal to say. However, having said that, the summary version is that my experience of TLP has presented me with almost the same sense of challenge, disequilibrium, and ultimately wonder and excitement, that I have just described. The reason is very simple – TLP has given me not just one, but many new lenses, through which to view the world and indeed myself.

The first lens has been a wide angle lens - my awareness of the 'big issues' that confront and challenge us. Think of this as taking normal vision, and adding more detail around the edges. Whilst I think I have always had an interest in current affairs and could at least participate in a conversation about most issues of relevance to our state, in many cases this was only an interest - not ever reaching the level of understanding across the full range of topics. In this sense, when thinking about an issue I only saw the 'middle' - that part that I could read about or hear about in the news. TLP has provided an opportunity to explore important issues such as sustainability, community, the economy and innovation in a meaningful, accessible way - by hearing from the people who live, experience, and analyse these issues every day. We have had access to an extraordinary range of speakers, and their experience has enabled me to understand much more about the issues, and the opportunities and challenges that they present. I feel more connected to Tasmania as a result and the second lens has taken this connection even further.

This second lens is what photographers refer to as a macro lens – bringing to life the detail in things at a greater level than ever before. As well as hearing about the key issues facing our state at an abstract or 'big picture' level, TLP has also provided me with opportunities to see, hear, and feel these issues from the perspective of those directly involved. For example, when exploring the issue of community, we undertook several powerful and frankly a little confronting site visits, to Risdon Prison and Bethlehem House. Human beings are storytelling creatures (it's one of the primary ways in which we make sense of the world and our place in it) and hearing the individual stories breathes life into the big issues for me like never before. Without TLP, this opportunity would be much more difficult to seek out and I am grateful for the experience of engaging and being challenged at this level. Again, this has really changed the way I think about some of the key issues of our state, and has enabled me to challenge my own previous perspectives.

However, perhaps the most rewarding and challenging lens for me that has resulted from the program has been the third - and I think of that lens as a mirror. I said early on in my interview that I wanted to do TLP because I wanted to be challenged. It has certainly done this. On the way to Hobart after the first residential in Strahan (yes, there were dolphins), it took me considerably longer than it should have, because I had to keep pulling to the side of the road and writing down thoughts, ideas, and questions. (Gillian laughed when I shared this story with her and said it was a lovely example of a typical introvert reaction - I had to work it out for myself before discussing it with other people.) Through TLP, I have been encouraged to think about my skills, my knowledge, and my entire way of being in the world, and this has been confronting and ultimately rewarding. Partly, I think this has been because for the first time in a long time, I've seen the way a new group of people interact and I've been able to see and hear about how they view me - and as Stephen Brookfield writes, this level of reflection can be extremely confronting as we learn that the sincerity of our intentions does not always guarantee the purity of our practice. I have considered my skills as they apply beyond my immediate professional context - a reminder that I am more than just my job. I have interacted with people from a range of backgrounds, and have had to pause to think about how they challenge me and my way of seeing and interacting. In my personal life I tend to associate primarily with like-minded people, and having the opportunity to interact with people who are not has been powerful. I have revisited my Myers Briggs type and have learnt a great deal more about this, and have certainly had more practice in working with extroverts than I would normally encounter in working at a university. This lens provides ongoing challenge and ongoing opportunity for me, and I am really relishing the opportunity to see myself and others in new ways.

And so if I think ahead to what I will carry with me from this TLP experience, I am struck by the similarities to that early experience, of seeing clearly for the first time. TLP has enabled me to see just a little more clearly still, and that experience has been one of challenge, of disequilibrium and a slight dizziness as I realised that the world, and our state, is not quite what I thought. However, it has also been an experience of wonder, of opportunity, of knowing that whatever I thought before, I now know there is more. It has changed my view, and perhaps just a little bit, it has also changed my way of being and seeing our state. If you sat me in a chair now, and asked if I preferred A (my vision of Tasmania and my place here prior to TLP) or B (my view of Tasmania now), my choice would be easy – it's clearly B.

# TLP 2013 PROGRAM

The 2013 Tasmanian Leaders Program was comprised of eight two-day Linking Sessions and three multi-day Residential Retreats.



#### **RESIDENTIAL RETREATS**

SESSION	WHERE	DATE
Opening Residential	Strahan Village, Strahan	Thursday 14 – Sunday 17 February
Mid-year Residential	Freycinet Lodge, Coles Bay	Friday 19 – Sunday 21 July
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 29 November – Sunday I December

#### LINKING SESSIONS

### **GOVERNANCE** THU 14 – FRI 15 MARCH / PARLIAMENT HOUSE, HOBART

Beyond Whistleblowing to Moral Courage	David Obendorf Veterinarian Scientist	Presenter
Global Governance and International Law	Matt Killingsworth Lecturer in International Relations in the School of Government, UTAS	Presenter
Good, Better, Best Governance in	Liz Jack General Manager, Macquarie Point Development Project	Facilitator
the Public Sector	Greg Johannes Deputy Secretary, Dept. of Premier and Cabinet	Panellist
	Leon Atkinson-MacEwen Ombudsman	Panellist
	<b>Vanessa Goodwin</b> Member for Pembroke, Tasmanian Legislative Council	Panellist
Governance in Tasmania 2013	Mark Thomas Director, M&M Communications	Facilitator
	Ruth Forrest MLC Member for Murchison, Tasmanian Legislative Council	Panellist
	David O'Byrne MP Labor Member for Franklin	Panellist
	Matthew Groom Member for Denison, Tasmanian House of Assembly	Panellist
	Sue Hickey Alderman, Hobart City Council	Panellist
Public Speaking:Tips and Tricks presented by Rostrum	Jim McCormack Director, Whetstone Pty Ltd	Lead Presenter
Tasmania: Issues for Governance	Tony McCall Senior Lecturer, UTAS	Presenter
Tasmania's Tipping Point? Good Governance, Identity and Federalism	Natasha Cica Director, Inglis Clark Centre for Civil Society, UTAS	Presenter
Three Generations of Corporate Governance	Andrew Donovan Professional Company Director	Presenter
We All Have All The Time There Is	Andrew Olivier CEO, The Working Journey	Presenter
Your Leadership Styles	<b>Steve Willing</b> Coordinator Organisational Development, Tasmania Fire Service	Presenter



### ECONOMY FRI 19 - SAT 20 APRIL / QVMAG, INVERESK

Economics for the Future	Senator Peter Whish-Wilson Tasmanian Senator, Australian Greens	Presenter
Effective Communication with Government	Rohan Wade Media Advisor State Government	Presenter
Encouraging and Expanding our Entrepreneurial Economy	<b>Polly McGee</b> Senior Lecturer in Commercialisation and Entrepreneurship, UTAS	Facilitator
	<b>Rick Marton</b> Brand Engagement Specalist, Effectively Natural & Coyote Events	Panellist
	Penelope Dodd Founder and Project Manager, Produce to the People	Panellist
	James Riggall Founder, Bitlink	Panellist
On Balance	Sara Redman Owner, Sara Redman and Associates	Presenter
Tasmanian Economy – what's broken and how can we fix it?	Tom O'Meara Tom O'Meara and Associates	Facilitator
	Michael Bailey CEO, Tasmanian Chamber of Commerce and Industry	Panellist
	Peter Gutwein MP, Liberal Member for Bass	Panellist
	Sarah Hirst Owner, Leaning Church Vineyard	Panellist
	Tony Gray Principal, TG Financial	Panellist
The 21st Century Leader: Key Success Factors and Capabilities	Nicola Brazil Executive Assessment, Stuart Spencer	Presenter
The Changing Face of the Tasmanian Economy	John Daley CEO, Grattan Institute	Presenter
The Tasmanian Economy: facts and figures	<b>Phil Bayley</b> Chief Economist, Tasmanian Chamber of Commerce and Industry	Presenter
Understanding Economic Diversity	Nairn Walker Key Trainer, Social Solutions	Presenter

### BUSINESS AND INNOVATION THUR 16 - FRI 17 MAY/ NW

Leadership Story	Dale Elphinstone Executive Chairman, Elphinstone Group	Presenter
North West Coast – Industry and Innovation	<b>Robyn Eversole</b> Director, Institute for Regional Development, UTAS	Presenter
North West Economic Plan	Lara Hendriks Regional Manager, DEDTA	Presenter
Panel on Seafood Innovation	Tom Lewis Co-Owner, RDS Partners	Facilitator
	Matthew Brown CEO, SED Manufacturing Services	Panellist
	Tim Hess General Manager Sales and Logistics, Petuna	Panellist
	<b>Kim Seagram</b> Partner and Marketing Manager, Stillwater Restaurant/Black Cow Bistro	Panellist
	David Allen Owner, Seafoods Tasmania	Panellist
Site Tour Botanical Resources Australia	<b>Matthew Greenhill</b> Operations Manager, Botanical Resources Australia	Presenter
Site Tour Brandsema Tomatoes	Anthony Brandsema Co-Owner, J and A Brandsema	Host
Site Tour Haulmax and Railmax	Jason Whiteley Production Manager, Railmax	Host
Site Tour Hellyers Road Distillery	Mark Littler General Manager, Betta Milk Co-operative Society Ltd	Host
Site Tour Penguin Composites	John van der Woude CEO, Penguin Composites	Host
Site Tour Petuna Seafood	Mike Thomson Operations Manager, Petuna Seafood	Host
Towards An Innovation Driven	Janelle Allison Director, Institute for Regional Development, UTAS	Facilitator
Economy	Lee Whiteley Managing Director, Southern Prospect	Panellist
	Lindy Allen Executive Producer, One River Project	Panellist
	<b>Holger Meinke</b> Director and Head of School of the Tasmanian Institute of Agriculture, UTAS	Panellist

### **COMMUNITY** FRI 21 – SAT 22 JUNE / BRIDGEWATER LINC, BRIDGEWATER

Discrimination: Rights of the Individual	<b>Robin Banks</b> Anti-Discrimination Commissioner, Office of the Anti-Discrimination Commission	Presenter
Leadership Story	Rob Pennicott Managing Director, Pennicott Wilderness Journeys	Presenter
Manager as Coach	Katherine Street Coach, Trainer & Facilitator, People Flourishing	Presenter
Models Aren't Just on the Catwalk!	Celia Taylor Taylored Results	Presenter
Prison as a Last Resort	Ginna Webster Director, Community Corrections, Dept. of Justice	Facilitator
	Michael Hill Tasmania's Chief Magistrate	Panellist
	Marica Duvnjak Chair, Parole Board	Panellist
	Peter Harriss Inspector, Police Prosecutions Branch, Tasmania Police	Panellist
	Amy Washington Manager, Offender Programs, Community Corrections	Panellist
Social Inclusion: policy and politics	David Adams Professor Management in Innovation, UTAS	Presenter
The Health of Our Community	Roscoe Taylor Director Public Health, Dept. of Human and Human Services	Presenter
Values Based Leadership	David O'Byrne Minister for Economic Development, Tourism and the Arts	Presenter
Welcome to Country	<b>Kris Schaffer</b> Owner and Operator, Teacher, Gardner, Artist, Bush Foods Garden Design	Presenter
World Cafe – Community Champions	Kiros Hiruy PhD Candidate, Institute for Regional Development, UTAS	Panellist
	Lucy Lester Mental Health Advocate	Panellist
	Sharon Jones Educator/Counsellor, Working It Out	Panellist
	Jane Wardlaw NDIS Launch Transition Agency	Panellist

### SUSTAINABILITY FRI 16 - SAT 17 AUGUST / THE BOAT HOUSE, LAUNCESTON

Brand You, A Leadership Requirement	Christine Hepburn Owner, The Defining Edge	Presenter
Social Media for Leaders	Johanna Baker-Dowdell Owner, Strawberry Communications	Presenter
Sustainability in the Base Metals Processing Industry	Ray Mostogl General Manager, Bell Bay Aluminium	Presenter
Sustainability in the Construction Industry	Royce Fairbrother Chairman, Fairbrother Group	Presenter
Sustainable Development, a Contested Term	Fred Gale Deputy Head of School, School of Social Sciences, UTAS	Presenter
Sustainable Investment	James McKee CEO, NRM North	Facilitator
	<b>Phil Harrington</b> Principal Consultant and Team Leader, Carbon and Energy, pitt&sherry	Panellist
	<b>Greg Alomes</b> Executive Commissioner and Team Leader, Tasmanian Planning Commission	Panellist
	Todd Houstein Executive Officer, Sustainable Living Tasmania	Panellist
	Vica Bayley Tasmanian Campaign Manager, Wilderness Society	Panellist
Sustainable Lifestyle	Jane Bennett Non Executive Director, ABC	Facilitator
	Rodney Croome Campaign Coordinator, Australian Marriage Equality	Panellist
	Paul Kooperman General Manager, Festival of Voices	Panellist
	<b>Greg Lehman</b> Visiting Research Fellow, Australian Institute of Aboriginal and Torres Strait Islander Studies	Panellist
	Rob Woolley Owner, Tasmanian Pure Foods Ltd	
	Joanna Vince Lecturer, Politics and International Relations Program, UTAS	Panellist
Sustainable Outcomes	Phill Pullinger Director, Environment Tasmania	Presenter
Sustainable Policies	Nick McKim Leader, Tasmanian Greens	Presenter
Sustainable Politics	Michael Field AC, Chancellor, UTAS	Presenter
Systems Leadership	David Sadler Owner, Sadler Consultancy	Presenter

### ASIAN CENTURY FRI 20 - SAT 21 SEPTEMBER / UTAS, SANDY BAY

Asian Cultural Experience – Qigong	<b>Brooke Allen</b> Owner and Practitioner, Zest East West Health & Relaxation Therapies	Presenter
Communicating with Learning Styles	Ros Cardinal Principal Consultant, Shaping Change	Presenter
	Damon Thomas Lord Mayor of Hobart, Hobart City Council	Facilitator
Looking Out	Darren Alexander CEO, Autech Software and Design	Panellist
	Steve Davy CEO, Hydro Tasmania	Panellist
	Richard Meyman Manager, Nocton Park Developments	Panellist
Introduction to the Asian Century	Anita Planchon State Director, Department of Foreign Affairs and Trade	Presenter
Concept	Alexis Wadsley Senior Policy Analyst, Department of Premier and Cabinet	Presenter
Moving Into The Global Market – Tasmanian Business In A Global Environment	David Gurney Executive Producer, Blue Rocket Productions	Presenter
People and Performance:The Role of the Manager in Building a High Performance Culture	Helen Rees Owner, Framework for Change	Presenter
Succeeding in the Asian Century	Laura McBain CEO, Bellamy's Organic	Presenter
The Big Picture – Challenging the concept of the Asian Century	Pam Allen Associate Dean (Learning and Teaching / International), UTAS	Presenter
The Tasmanian Culture: Are We	Greg Leong General Manager, Theatre North	Panellist
Ready for an Asian Century?	<b>Danis Chong</b> International Student & Director of Charity and Cultural Affairs, Malaysian Student's Council of Australia – Tasmanian Chapter	Panellist
	Sajini Sumar Ambassador, People of Australia	Panellist
	<b>Master Wang</b> Patriarch Master, Chinese Han Transmission – Holy Tantra Jin-Gang-Dhyana Buddhism and President of Jin-Gang-Dhyana Wang Xin De Foundation Incorporated and Holy Tantra Esoteric Buddhism Incorporated	Panellist

### FOOD IN TASMANIA: BOUTIQUE OR BOWL?

#### FRI 18 – SAT 19 OCTOBER / NICS BUILDING, LAUNCESTON

Agribusiness and Tasmania's Growing Reputation for Artisan Food	Nick Haddow Owner, Bruny Island Cheese	Facilitator
	Natasha Nieuwhof Director, Goaty Hill Wines	Panelist
	Eliza Wood Co-Owner, Mount Gnomon Farm	Panellist
	Michael Chilvers Owner; Winburn Tas	Panellist
Food Access and Affordability	<b>Leah Galvin</b> Coordinator Social Determinants of Health and Health Risk Factors, Tasmanian Medicare Local	Presenter
Food in Tasmania: Challenges and	Steve Henty Finance and Admin Manager, Net Sea Freight Tasmania	World Café Host
Opportunities (Large and Small)	John Lord Chairman, Tasmanian Irrigation Pty Ltd	World Café Host
	Guy Robertson Co-Owner, Mt Gnomon Farm	World Café Host
	<b>Sandra Murray</b> Lecturer in Food Nutrition and Public Health, School of Life Sciences, UTAS	World Café Host
Food Innovation: Value Adding Through Innovation	Roger Stanley Director, Centre for Food Innovation, UTAS	Presenter
Introduction to Media Training	Mark Thomas Director, M&M Communications	Facilitator
Island Branding	Nick Haddow Owner, Bruny Island Cheese	Presenter
Leadership Story	Greg McCann Managing Director, Excentor Group	Presenter
Marketing Primary Products Using Science, Innovation and Branding	Hazel MacTavish-West Senior Consultant, Mactavish-West	Presenter
Sense-T:Technology and Innovation	Ros Harvey Founding Director, Sense-T, UTAS	Presenter
	Amanda Castray Program Manager, Sense-T, UTAS	Presenter
The Future of Food in Tasmania — Boutique or Bowl?	Jan Davis CEO, Tasmanian Farmers and Graziers Association	Presenter

### **ISLAND CONNECTIONS**

## FRI 15 – SAT 16 NOVEMBER / ROYAL SOCIETY ROOM, TMAG AND FOUNDERS ROOM, SALAMANCA ARTS CENTRE, HOBART

Antarctica: Global Spotlight on Tasmania as Part of Antarctic Science, Research and Industry	<b>Tony Press</b> CEO, Antarctic, Climate and Ecosystems, Co-operative Research Centre	Presenter
Challenging Tasmania: Who We Are and How We Got Here	<b>Ross Honeywill</b> Author, Management and Consultant and Social Scientist, NEO Consulting	Presenter
Futures for Tasmania	<b>Ginna Webster</b> Deputy Secretary, Administration of Justice, Dept. of Justice	Facilitator
	Will Hodgman Tasmanian Leader of the Opposition, Tasmanian Liberals	Presenter and Guest
Island Perspective: Barriers and	Anthea Pritchard Group Marketing & Sales Executive, Blundstone	Facilitator
Opportunities for Tasmanian Organisation	Dan Norton Director, Trinitas Pty Ltd	Panellist
o ganisation	Ian Johnstone Director, Maria Island Walks	Panellist
	<b>Nicholas Heyward</b> Managing Director, Tasmanian Symphony Orchestra	Panellist
Island Perspective: External	Judy Tierney Journalist, Self-employed	Facilitator
Perspectives Looking In	Tony Eastley Journalist, Radio Current Affairs "AM"	Panellist
	Stuart Winspear Director, Alix Partners	Panellist
	Patsy Biscoe Children's Entertainer and Naturopath	Panellist
Leadership Story	Jerril Rechter CEO, VicHealth	Presenter
Leadership Story	Brian Edwards OBE, Director of Prisons, Dept. of Justice	Presenter
Leadership Story	Joan O'Shea Quality Director, Goodman Fielder	Presenter
The Culture of the Island	<b>Elaine Stratford</b> Associate Professor, School of Geography and Environmental Studies, UTAS	Presenter
What Are You Doing Here? Leadership With Purpose?	<b>Steve Willing</b> Coordinator Organisational Development, Tasmania Fire Service	Presenter





# TLP 2013 GRADUATES

## Danielle CAMPBELL

Senior Consultant RDS PARTNERS

Danielle Campbell is a senior consultant with RDS partners. Her career has allowed her to pursue her passion of working cross culturally. In particular it has given her opportunities to support and empower people who are in transition in their lives. Danielle has worked in refugee settlement, community policing, volunteering, and with refugee, international and migrant students. Her career has included positions in academia, government, community organisations and now in the private sector. Danielle started a new position with RDS Partners in 2013 and is currently exploring new areas where her research, evaluation, stakeholder and expectation management skills can create innovative opportunities locally, nationally and internationally. Danielle relishes the possibilities of collaborative environments and enjoys the challenge of successfully undertaking partnerships that are both innovative and mutually beneficial to all parties involved. Her personal time is peppered with family, music and gardening.

I would describe the TLP journey like a swim in a beautiful ocean. It looked fabulous to begin with and seemed like a great idea, but soon I realised that the water was quite exhilarating. As I left the beach that I knew so well, it was actually all a little bit intimidating. It helped when I relaxed, knew I was not alone and remembered why I thought this was a good idea at the time. Having said that, there were times when I felt like I was caught in a rip, taking in water and gasping to remember who I was and who I wanted to be. When I stayed calm, remembered the wisdom of the stories that I'd heard and reminded myself of my resourcefulness, I was able to swim effectively and sometimes even gracefully to go in the direction that I wanted to go.

As I go back into the familiarity of life post TLP, I feel like I'm the same person who jumped into the ocean however I feel stronger, more alive, more resourceful, more determined, more trusting and importantly, confident to be myself. The memory of the exhilaration of this swim will undoubtedly stay with me for the rest of my life. It will be a daily reminder that leadership is an option for all of us, from wherever we live in the world; and that humility, compassion, empathy, awe, resilience with a healthy amount of fear and being slightly overwhelmed, will all remind us we can do great things. The TLP journey has reminded me of the gift of people and that every day is there to harvest the extraordinary in the ordinary. I am up for the challenge, inspired to swim further than ever before and face deep water with courage.

"The TLP journey has reminded me of the gift of people and that every day is there to harvest the extraordinary in the ordinary."



# Richard CASSIDY

Team Leader PITT&SHERRY

Richard Cassidy undertook a Bachelor of Engineering in Hobart, graduating in the year 2000. Since then Richard has been employed by pitt&sherry, initially as a graduate engineer and currently as the team leader of the civil / structural team in the Hobart office. Richard has key technical skills in bridges, buildings and hydraulics as well as project management. He has an excellent ability to listen to and understand client requirements. In his spare time, Richard has a young son and enjoys spending time playing with and coaching his hockey team.

I have found the Tasmanian Leaders Program a fantastic experience. I have always been interested in the concept of leadership and had previously had in my mind a certain type of leader that people would aspire to be. Through the program I have discovered that leadership comes in many forms and the key is to work out where you can best apply your skills and personality. Many different skillsets and personality types are required to solve a common but complex goal. Through the program I was exposed to over 100 different subject matter experts and leaders in the community talking about a range of issues from the economy to social inclusion to innovation to sustainability and so on. This exposure gave me both new ideas and understanding of the issues facing our state but has also led to an increased level of confidence in my own abilities. I have also learnt about the importance of diversity, as well as a number of tools to use in my work activities.

As a result of this program, in my workplace I will be clear in setting expectations, ensuring there is a clear purpose to whatever we are doing, encourage diverse ideas to be heard and be true to myself. I will look to make sure I am continuing to develop my leadership skills, as this program is a stepping stone on a life long journey. For the future, I will look to ensure that my voice is heard, particularly on technical issues where I can add most value. I believe that Tasmania has so much to offer in the future and I want to contribute my share to a progressive, but sustainable state in the future.

### " Through the program I have discovered that leadership comes in many forms and the key is to work out where you can best apply your skills and personality.



Most
 importantly, I have created
 a better version of myself.



## Stella COOK

Operational Manager

DEPT. OF IMMIGRATION AND BORDER PROTECTION (on entry into the program: Regional Outreach Officer – Department of Immigration and Border Protection)

Stella Cook has built a career in the public service, working for both State and Commonwealth Governments. For the past 10 years, Stella's service with the Department of Immigration has afforded her many opportunities including: as a contract manager for humanitarian settlement in Tasmania and, as part of the national response to boat arrivals, with deployments to Christmas Island and the Pontville Detention Facility. Stella has also enjoyed two years working as the department's Regional Outreach Officer – a key stakeholder engagement role that creates and builds awareness of options available to Tasmanian businesses unable to fill skill shortages from the local labour market. Stella has a strong interest in social inclusion and cohesion. She describes herself as a passionate Tasmanian who would like to see Tasmania re-shape its story, heal from its past and emerge with a more unified voice.

Everything about Tasmanian Leaders has impressed me. It is a professional program of the highest quality that offers a holistic development opportunity. I have gained a more informed appreciation of the issues impacting Tasmania. I have been excited to see examples of innovation on one hand, and inspired by people who are dedicated to supporting disadvantaged members of our society on the other. Tasmania is an island of contradictions. I heard this phrase early in the year and each session reinforced the accuracy of this statement. It took the angst out of trying to reconcile the challenges and opportunities. I have benefitted from the insights of leaders from all walks of life who, while diverse, consistently delivered the message to live with integrity and have respect for people. I have developed relationships with my TLP peers who have contributed to my learning and reflection over the year. Most importantly, I have created a better version of myself. I am well on the way to living my life with authenticity and a stronger sense of purpose.

I am still processing (and consolidating) a lot of the learning I have been exposed to over the year. I am looking forward to "giving back" via the successful delivery of a community project with my Learning Set and continuing to build the relationships that have developed with fellow TLP participants. TLP has been very affirming for me, I am more grounded and self-assured in what I have to offer. Having re-connected with my values and recognising my strong interest in social inclusion, I will be exploring areas where I can volunteer my time and skills. I am interested in seeing the TLP network grow and look forward to being an active member of the Tasmanian Leaders Alumni. I will apply much of what I have learnt in to my approach, both personally and professionally and I will use my values as a compass to set my future direction.

# Rachael COX

Manager Power and Energy Tasmania SINCLAIR KNIGHT MERZ

Rachael Cox is the Power and Energy Tasmanian Manager for Sinclair Knight Merz, a global engineering firm. In this role she manages a multi-disciplinary team comprising of civil/electrical engineers, civil design drafters and scientists with offices in both Launceston and Hobart. Rachael's field of interest is renewable energy, in particular wind farm development and construction. She considers herself extremely lucky to be able to remain living in the beautiful State of Tasmania whilst working on significant wind farm projects in Western Australia, New South Wales and Victoria.

In 2012 Rachael was awarded the Young Tasmanian

Professional Engineer of the Year Award.

I have found the TLP journey to be a time in my life of true inspiration, reflection, personal challenge and friendship. The experience has allowed me to grow both personally and professionally, whilst providing me with the courage to utilise my strengths and skills in the future. The program has also given me a greater understanding of the challenges our wonderful state faces, along with some amazing opportunities that will require strong leadership to be achieved. The moment of surprise for me was how emotional I felt at the closing Residential; knowing the wonderful year of learning that I had just experienced was drawing to a close. The biggest highlight for me was meeting my 23 fellow participants who each brought amazing attitudes, skills, honesty, openness and humility that made my journey a fantastic experience with lifelong friends made.

My journey on the program has been one of increased self-awareness. I believe I have gained a better understanding of myself and the role I play in my organisation, my family and my community. The program has given me the tools to make decisions with others in mind, identify strengths and areas for improvement. Through TLP I found myself really embracing my leadership role and stepping out of my comfort zone to lead and manage staff with great results. In the future I plan to embrace every opportunity, no matter how big or scary the challenge may be. I am also pursuing ways that I can provide a greater contribution to the Tasmanian community. " I believe I have gained a better understanding of myself and the role I play in my organisation, my family and my community.



"It is a journey of selfdevelopment, of being more strategic with work and getting much more out of life. "



## Tim CUBIT

Senior Project Manager

VEC CIVIL ENGINEERING

Tim Cubit is a civil engineer and project manager with over 10 years' experience in the water infrastructure sector. He has worked on both the client and contractor's side, working with Hydro Tasmania for eight years in the fields of operations, maintenance and project management, before moving to VEC Civil Engineering to begin a water sector within this company, where his responsibilities included business development, estimating, engineering and project management. His passion for water goes outside of work, with sailing being his chosen sport since the age of eight. Tim is a family man with a wife and two daughters aged three and nine months.

The experience for me can be best described only as a journey, with the start being February 2013 in Strahan and the end still not in sight. It is a journey of self development, of being more strategic with work and getting much more out of life. It is most importantly one of learning to understand others. I began the TLP wanting to listen to stories from amazing presenters, and this is what I got, but what I completely underestimated was the learnings and perspectives that I will remember forever from the extraordinary members of the program.

I look forward to continuing the journey that started in Strahan. With a wiser head and a toolbox full of tricks, I hope to further develop in the art form of people management and would hope that within the next five years I will have completed an MBA in Strategic Management. The water sector will always provide me with the challenges and passion I hope to get out of my working career, however I am also excited by upcoming opportunities to diversify my experiences. What is most important for me right now though is to get back to living my life, to find the work/life balance that is needed to be truly happy and to spend every waking moment possible with my wife and two beautiful daughters.

# Kay CUELLAR

Senior Manager Sentence Management and Industries

TASMANIA PRISON SERVICE

Kay Cuellar worked as a mother at home until commencing her studies at UTAS majoring in psychology. On completing the requirements for registration as a psychologist Kay started working with at risk offenders within the prison system with the Forensic Mental Health Service until taking on the role of Senior Psychologist for the Tasmania Prison Service. After completing her doctoral thesis and graduating in 2006, Kay has continued to work within the Prison Service in a number of roles. She now works as a Senior Manager responsible for delivering a range of support services to offenders.

I initially sought out the program to gain exposure to people and experiences outside of a clinical and corrections framework. I hoped that I would be challenged about my own direction, the things that were important to me in life and to hear and be inspired by the journey of others. I also wanted to be a part of something that would take me out of my comfort zone. The Tasmanian Leaders Program has given me all of that and so much more. I found myself being changed and challenged in ways I had not expected. Throughout the year I have felt very privileged to be around people of such compassion, integrity, drive and vision. I was constantly amazed by the generosity of all of those who took the time to share with us their personal stories of change, progress, innovation, diversity and passion to make Tasmania a better place for all Tasmanians and the desire to make a difference in people's lives.

As I move on into 2014, I feel that I have spent a year soaking up the wisdom and experience of all of the program speakers and just as importantly, that of my fellow participants. There have been too many highlights and insights gained to mention them all, but I can honestly say I am able to take a different approach to many areas of work and life than I did a year ago. I feel much better able to understand the complexity of the issues that confront us as Tasmanians and feel proud of the achievements we have made. I am much more aware of my capacity to create opportunity and positive change and I am looking forward to contributing to the Tasmania we make for the future.

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"As I moved through the program my awareness of the opportunities and challenges faced by Tasmania moved from concern, to disillusionment, to focused attention, to inspiration, and finally to action."



### Adam DICKENSON

Executive Director

ELVERTON PASTORAL

Recipient of the NRM North Scholarship Subsidy

Adam Dickenson is a sixth generation farmer and an Executive Director of his family business Elverton Pastoral. Elverton is a large farm situated below the Ben Lomond National Park in the North Esk River Valley. Its enterprise mix includes prime lambs, Angus beef cattle, cropping and forestry. Adam holds a Bachelor of Commerce Degree, majoring in Marketing and Entrepreneurship, from the University of Tasmania and a Diploma of Financial Services. A dedicated adventurer, Adam has travelled extensively to pursue his passions of whitewater kayaking, snowboarding and surfing. He is a board member of Canoe Tasmania and is lobbying for recreational water releases down Cataract Gorge and for the development of several engineered whitewater parks around the state. He is also an active member of the Country Fire Service and the Launceston Toastmasters Club.

The Tasmanian Leaders Program has been by far the best personal and professional development that I have undertaken and has enabled me to undergo a profound personal change. As I moved through the program my awareness of the opportunities and challenges faced by Tasmania moved from concern, to disillusionment, to focused attention, to inspiration, and finally to action. My personal journey in developing my leadership skills could be said to have followed a similar path. Like many, I began the program with a stereotypical view of what a leader is, but soon learned that we are all uniquely gifted and that the most important traits to have are the desire and motivation to lead. I also came to appreciate the importance of diversity in creating functional teams and in making sound decisions. I now feel great confidence in my ability as a leader and believe that I can walk down an unknown road and find my way, regardless of the obstacles that may arise.

A surprising outcome from the program for me personally is that I am now far more commercially oriented. Private sector economic growth is necessary to provide a higher quality of life for all members of our community. Fortunately, in Tasmania, we have the opportunity create prosperity through the sustainable management of our natural assets. After the program I will research the potential for greater profit margins through branding my business's beef and lamb products, becoming self sufficient in our energy requirements, and the development of nature and agri-tourism services. Additionally, I plan to complete the AICD Company Directors Course. In regard to my voluntary positions, I aim to have Canoe Tasmania and Hydro Tasmania reach an agreement regarding water releases down Cataract Gorge by the end of 2014 and to have at least one engineered whitewater park constructed by 2016.

# Kylie EASTLEY

Communications Manager

TASMANIAN WRITERS CENTRE

On entry into the program: Arts Development Officer, Tasmanian Regional Arts

Recipient of the Department of Economic Development Tourism and the Arts Social Enterprise Scholarship

Kylie Eastley has been passionate about and committed to the arts and creative sector for more than 15 years. She is the founder of the first Tasmanian Arts Reviewing site, WriteResponse, a published writer, arts agent and has worked with a number of prominent arts organisations including Big hART Inc, Ten Days on the Island, Tasmanian Regional Arts and now the Tasmanian Writers Centre. Since late 2008 Kylie has been operating her own arts consultancy that aims to support Tasmanian artists. Her passion is to broaden the opportunities for visual artists, performers, musicians, writers and creative individuals, while inviting business, government, community and others to work in partnership, to support and benefit from the arts. Kylie has extensive experience in project management, community engagement, consultation, research, partnership and business development and social enterprise. She has worked within and outside Tasmania in community, local government, the media and the arts.

The Tasmanian Leaders Program has been an amazing journey. It has challenged and enlightened me, and made me reflect on my values and what I want to achieve in life. I have loved having access to incredible individuals who are quietly, and not so quietly, going about their business in Tasmania. Amazing producers and manufacturers from the North West Coast who show tenacity, and individuals who are determined and unafraid of who they are and how they work. We have heard stories from individuals who have struggled through hardship to become leaders in their communities and witnessed first hand the complexity of incarceration and some of the programs that can build vocational skills and a sense of hope. There have been so many highlights. Each Residential left me reeling and feeling rather discombobulated. It provided reminders of models of practice that I already used and others that added to my toolkit. It also provided space to reflect on my practice, reassess my goals and develop stronger networks.

In taking on the program I was aiming to up the stakes; to give myself challenges and take my career to the next level. My aim is to consolidate my skills, broaden my networks and take on more challenging and interesting projects both within and outside the state. The program helped me to think about who I am as a female leader in Tasmania and to embrace who I am as a person and a professional. My goal is to build on this and work with individuals, communities, government, business and the arts community to make amazing things happen. " It also provided space to reflect on my practice, reassess my goals and develop stronger networks. "



Matthew GEOGHEGAN

CEO, MEGAVAR

Matt Geoghegan is a passionate and motivated business leader working in the private sector as CEO of a multidiscipline service organisation. Starting as an electrical tradesman, Matt quickly realised that he had a knack for satisfying clients and building strong relationships which saw him work in a variety of different service industries including industrial control, communications, mining and power, in roles of increasing responsibility. Leveraging upon a modest repertoire of industry contacts, Matt finally unfettered his entrepreneurial spirit in 2004 and founded Megavar. To this day, the business has grown rapidly under his guidance, often at odds with the fortunes of the wider power industry. In recent years Matt has shifted his focus from the technical realm to the complexities of management. To this end, he has built a high performance management team to assist with his dream of establishing a viable office in each state of Australia.

For me, the Tasmanian Leaders Program experience has been one of awakening my leadership perspectives, hence realising that there are many lenses through which I may view situations and decisions. The experience of immersing myself in the TLP collective has been amazing. Many of my beliefs (which I had thought immutable) have been challenged and indeed some have even been inverted. I would have to say the highlight for me is the people whom I have met and the conversations that we shared. If not for TLP, I would never have crossed paths with so many of the wonderful participants. When reflecting upon the series of events that constituted the Tasmanian Leaders Program, I believe that my "enlightenment" occurred at the time of the mid-year Residential. It seems that at this point the gears really started to mesh and I found myself adapting my approach in business and personal settings to be a better leader and a better person. In retrospect, I am surprised at how many of my rough, hard edges have been smoothed and softened by this journey.

My big hairy audacious goal for the next three years is to create an "out of the box" business system to allow rapid deployment and growth of new Megavar branches across the country, using standard systems and processes to manage quality, efficiency and profitability. Following the Tasmanian Leaders Program, I would like to be more proactive in Tasmanian business networks and am considering looking for a board position where my skills and experience can provide value and I can develop stronger governance experience. Already, the insight which I have drawn from the program has strengthened my resolve to build a true performance culture within Megavar to make it a great service business. People are our product, hence the greatest uplift comes from developing our people. As the Tasmania Leaders Program has waxed and waned this last year, I have structured the business to emphasise training and performance development and I am eagerly anticipating the results of this strategy.

"In retrospect, I am surprised at how many of my rough, hard edges have been smoothed and softened by this journey."



# Rebecca GREENWOOD

Tenders and Contracts Leader

MEGAVAR PTY LTD (on entry into the program: Senior Project Manager, Dept. of Economic Development, Tourism and the Arts. Placement sponsored by Dept. of Economic Development, Tourism and the Arts

Rebecca started out her career as a photographer, graduating from the Tasmanian School of Art. She drifted into arts administration and completed a master's degree in management. Rebecca spent twelve years in the Tasmanian state service, managing the Tasmanian Government's Art for Public Buildings Scheme, sports and business development programs, followed by a stint as Director of Enterprise Development. Most recently Rebecca led the award winning Business Tasmania Online project and wrote the Tasmania's Red Tape Action Plan, seeing both whole-of-government initiatives launched in early 2013. Having successfully delivered these projects and gained certification as a project manager, Rebecca started looking for a new challenge, and in mid 2013 took leave from the public service to work for Megavar Pty Ltd. She is currently chair of the board of Big Monkey Theatre, the company presenting live theatre classics.

2013 was a watershed year for me. After working really hard on complex projects with constrained budgets in the public service, I knew I needed to do something different, but I wasn't sure what. I am so grateful to my former manager who encouraged me to apply, and the program was instrumental in helping me think things through and make the decision to take a break from public service, opening my eyes to look at a wide range of opportunities in the private and community sectors. The Tasmanian Leaders Program gave me a number of things at a crucial point in my life; positive affirmation and feedback about my strengths, the confidence to believe in myself and "go for it", and a safe environment to reflect on what I could do better as a manager and leader. The program delivers a perfect balance between inward reflection and learning from others. It's been wonderful to hear so many inspirational stories from Tasmanian 'elders'; senior leaders who generously shared their journeys, successes and mistakes.

Gillian and Brian in particular are incredibly generous and talented and I thank and acknowledge them for what they gave us. It's been extremely empowering to be part of such a generous and positive group of people as the 2013 participants. Our Learning Set has been so supportive and encouraging of each other, and it's been a pleasure to work with and get to know everyone. I feel like a new person; refreshed, recharged, and equipped with a network of great friends and a box of really useful tools to help me think calmly and clearly, be self-aware and act with greater sensitivity to the needs and preferences of others. I have gained a much more informed understanding of Tasmania's business, cultural and community strengths and opportunities. The TLP network is a fantastic resource and 'force for good' where we can help each other make good things happen for Tasmania. "The program delivers a perfect balance between inward reflection and learning from others. "



## Richard **INGRAM**

NRM Executive Officer

CRADLE COAST AUTHORITY

Richard Ingram grew up in Glasgow, Scotland, starting his career in the finance industry before opting to study Business at Strathclyde University. Upon graduation Richard travelled overseas to work in the resort and hospitality industry, beginning a lifelong journey of learning and diverse business and cultural experiences. This career path led to a variety of work in many countries, spanning several continents and eventually ending in Australia in 1997. After deciding to make Australia home, Richard returned to work in the finance industry in Melbourne before a move to Tasmania in 2003 that prompted a career change into the world of Natural Resource Management (NRM).

I was genuinely unsure of what to expect from this program, but what I discovered was a great deal about myself, an amazing wealth of talented and likeminded Tasmanians and friendships and networks that will endure well beyond the timeframes of the program. The diversity and quality of the speakers, the frank and fearless insights provided through the leadership stories and the deceptively clever format and delivery of the Residentials combined beautifully to deliver a remarkable program. The benefits started rolling from the first Residential and I have no doubt that the business and personal benefits from this experience will far exceed my expectations and continue to deliver throughout my lifetime.

While I would be the first to extol the virtues of this program and the amazing learning experience it offers, it is clear that the knowledge gained and tools supplied will only realise their true value with their practical application, and the associated experiences that will bring. What makes this program exceptional is the opportunity to undertake the next stage of the journey - the application process - with such a strong network of fellow Tasmanians, the Tasmanian Leaders Alumni and extended networks. I do not know where the journey will take me, nor where it will end, but I feel genuinely empowered and supported to embark on this next chapter of life and make my contribution to the Tasmanian community.

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## Richard JAMES

Senior Engineer TASWATER

Born and raised in Launceston, Richard James loves the Tasmanian lifestyle and all that it has to offer. Richard holds a Bachelor of Civil Engineering from the University of Tasmania and has worked for over 1 3 years in municipal and utility engineering with Launceston City Council, Ben Lomond Water and TasWater. During that time Richard has been involved in the fields of asset management, operations and maintenance, project management and design. In Richard's current role as Senior Engineer with TasWater he enjoys working with diverse project groups to bring about visible and positive change for both the company and the community. When not working for TasWater Richard enjoys getting away from it all and enjoying Tasmania's natural beauty with his wife, Karen.

The 2013 Tasmanian Leaders Program has been an amazing and life changing experience. It has challenged me to question myself and others, to learn about our wonderful island State and to look critically at the major issues that are facing Tasmania. There has been so much to take in throughout the journey, from the inspirational leadership stories to the valuable management tools, the exploration of topics from different viewpoints and the networking opportunities. I am deeply indebted to my fellow Tasmanian Leaders Program participants who have challenged, enlightened, inspired and mentored me throughout the year. Their knowledge, warmth and engagement have given so much and provided a safe environment in which to seek feedback, challenge myself and learn to grow as a leader.

Throughout the program I have learnt so much about myself, my values and the preferences of others. Completion of the program is not an end, but the start of another trip along the leadership journey of life, filled with new learnings and challenges. The program has awakened a greater confidence in my abilities and shown me that by being able to better deal with people, through understanding the way they take things in, their motivations and empowering them to grow and flourish, is a step towards getting everyone on the same page and working in the same direction. It has shown me that amazing things can be achieved when people are aligned and invested in a common purpose. Given the necessary tools it is now up to me to question, challenge and reflect upon the behaviours of myself and others and drive positive change in the world.

" It has shown me that amazing things can be achieved when people are aligned and invested in a common purpose.



"The program has improved my understanding of varied, but relevant business and community issues, which has increased my passion for Tasmania and inspired me to make a difference."



## Danny JOHNSON

Manager Vehicle Operations Branch

DEPARTMENT OF INFRASTRUCTURE, ENERGY AND RESOURCES

Danny Johnson emigrated from England with his family when he was 12 and completed his education in Launceston. He spent the next nine years in the Australian Army working in the field of electronics and communications. During this time he worked in Albury/Wodonga, Brisbane and Darwin. Since returning to Tasmania he has worked at Southern Cross Television, Tasmania Police and Australian Communications and Media Authority. In his current role as Manager Vehicle Operations Branch, DIER, Danny works with his staff across wide-ranging areas such as vehicle compliance, standards, dimensions and mass limits, safe loading and operation, and transport operator accreditation. Danny actively seeks opportunities to meet new people and enjoys the challenge of unique experiences. This has led him to recently complete the Overland track, volunteer as a member of the Tasmanian Government recovery team for the Queensland Floods and Cyclone Yazi and participate in the Sydney to Hobart Yacht Race.

The Tasmanian Leaders Program experience has been very positive and the diversity of participants has given me the opportunity to develop important networks, both personally and professionally, with people whom I would not normally meet and get to know. The whole experience has been so supportive that the group has developed into a family. Participating in the program has given me the opportunity to learn from the skills, experiences and insights of inspirational leaders in a vast number of business and community fields. It has improved my understanding of varied, but relevant business and community issues, which has increased my passion for Tasmania and inspired me to make a difference. During the year I have been on a journey of self-discovery and now have a better understanding of my strengths and weaknesses, and how to use these to get the best possible outcome for the Tasmanian community and myself.

The program has reminded me that there is nothing anyone can do to prevent me from reaching my potential; the challenge is for me to have a vision, develop the skills to get there and demonstrate character, initiative and leadership. Then, I need to regularly self reflect, make adjustments and pursue a course that mirrors my beliefs and passions. My first challenge is to figure out what I truly enjoy doing, to be honest about what matters to me, who I want to be, what I want to achieve, the impact I want to have and what gives me a real a sense of personal and professional satisfaction and fulfilment.

### Andrew KIDD

Service Solution Specialist TELSTRA

Andrew started his work life in 1987 as an apprentice electrical mechanic at the Burnie pulp mill and subsequently spent time working as a tradesman in the mining industry in Western Australia. After further studies in electrical engineering he secured a position with the Telstra Corporation in 1995. During his career with Telstra he worked in a number of roles including leadership positions in Service Engineering, Networking Tasmania and Integrated Solutions. Based in Hobart, Andrew has worked on complex telecommunications deals at a local, national and international level. Andrew graduated with a MBA in eBusiness in 2010 and is currently the Service Solutions Specialist for Telstra's Network Applications and Services division.

The TLP has been a wonderful experience on both a professional and personal level. It has challenged me from day one with new insights generated from a large and diverse range of people I doubt I would have ever have come into contact with outside the program. The TLP has made me confront and understand aspects of my behaviour through the wonderful set of tools presented through the year. The highlight for me was getting to know my fellow participants, a very eclectic and talented bunch of Tasmanians.

I think the program was so outside my previous comfort zone that it has fundamentally changed my approach to leadership and the way I view my career. It has prompted me to continue to assimilate the wealth of information provided by the program's facilitators and the multitude of guest speakers. Disruptive change is now a fact of life and as such I look forward to developing my leadership skills in an industry that has the potential to provide a platform for Tasmania's new economic opportunities.

### " I think

the program was so outside my previous comfort zone that it has fundamentally changed my approach to leadership and the way I view my career.



"Working with such an array of talented, intelligent, passionate and positive people has been a refreshing and grounding experience and a real privilege."



### Rikki MAWAD

#### Adviser

OFFICE OF REBECCA WHITE MP

Placement sponsored by Dept. of Premier and Cabinet

Working as an Adviser to Rebecca White MP, Rikki assists Rebecca with her Small Business and Cost of Living portfolio responsibilities in her role as Parliamentary Secretary in the Tasmanian Government. Rikki has also worked in Canberra for Tasmanian representatives in the Senate and House of Representatives, in a range of roles across policy development, media, communications and the legislative process. A qualified legal practitioner with a Masters in Conflict & Dispute Resolution, Rikki is passionate about helping those in need and empowering people to overcome adversity. Rikki has a long history of involvement in youth organisations, student advocacy and with governing bodies in the tertiary and post-year 10 education sector. Rikki hopes to use her energy, enthusiasm and optimism to continue to contribute to Tasmania's future.

For me, the Tasmanian Leaders Program provided an instant network of lifelong friends as well as a safe and supportive place to test out ideas and gain new insights. It was a time and space for forced self-reflection outside of my work, family and social context. As Tim so correctly described, TLP gave us new lenses through which to view ourselves and others. Working with and being exposed to such an array of talented, intelligent, passionate and positive people has been a refreshing and grounding experience and a real privilege. I have gained a deeper sense of self throughout this year - a heightened selfawareness which has led to me feeling more grounded and standing taller. It is hard to point to one moment in the TLP that changed me or that defined my experience. It was the complete journey from Strahan to Cradle Mountain - everything, everyone and all of it. I look forward to what is next for all of us and feel we are all better equipped to 'open the batting'.

The first thing I did after the TLP was buy a journal and start forcing myself to capture and reflect on the key insights from the year. I have opened the batting on a few things – personally and professionally – and taken steps to take back some time for myself. I am not sure where the post-TLP journey will take me but I feel confident that I have a well stocked 'toolkit' and an even better support network to make the most of future opportunities.

## Susan MOORE

Director, Public Relations (Asia Pacific) GARTNER

Susan Moore is a professional communicator with 20 years' experience in the IT industry marketing and public relations. She joined global technology research and advisory firm Gartner in 2006 and now leads PR for 10 countries in the Asia Pacific region. In 2010, Susan relocated from Sydney to Tasmania's Huon Valley where she works remotely and is involved in a number of local community organisations. She loves walking, animals and food (growing and cooking). In 2000, Susan co-authored and published a book about people who choose not to have children and has been interviewed widely in the media on the topic. Susan has a Bachelor of Arts in Communication from Charles Sturt University (Mitchell) and a Masters in Applied Linguistics from Monash University. She also speaks German.

The program has given me exactly what I was looking for and much more than I expected. I gained broader perspectives from outside my own field and industry, a much deeper understanding of my chosen home, Tasmania, and a network of amazing people to learn from. I am honoured that so many inspirational leaders gave their time to share their stories with us. I also learnt so much from my fellow participants in the program. The honest, important conversations in the car while driving to each of the venues, and the chance to reflect on the way home, strike me as rare opportunities I may not have again. I have a kit of tools, tips, skills and ideas to play with. Above all, I got the 'kick in the backside' I needed in order to grow and change.

The biggest thing the TLP has taught me is that leaders are simply people who 'step up'. People who put their hand up, see a need, make things happen and take others with them on the journey. I did not feel like a 'leader' when I joined the TLP, but now I have the confidence and courage to know I can lead. I hope my team at Gartner will notice a difference in my leadership this year. Longer term, I want to contribute to the growth of the private sector in Tasmania (we heard so many times during the year how few Tasmanians derive their income from the private sector), whether this is through leadership in a private sector organisation or perhaps by starting my own business. Whichever path I take, I will remain a positive voice advocating for Tasmania. I did not feel
like a 'leader' when
l joined the TLP, but now I
have the confidence and
courage to know I can lead.



"I find that after the program, I have a broader view of issues, I'm more able to consider different points of view, and I feel better prepared to act in deliberate and authentic ways. "



## Tim MOSS

Deputy Head of School, Learning and Teaching

UNIVERSITY OF TASMANIA (on entry into the program: Lecturer in Education – University of Tasmania)

Tim Moss is currently Deputy Head of School (Learning and Teaching) within the School of Education, University of Tasmania. In this role, he undertakes quality assurance and staff development related to learning and teaching, as well as maintaining his own teaching practice and research activity. Tim has been recognised as an excellent teacher, receiving a Vice Chancellor's Commendation in 2013. Prior to taking on this role, Tim held a number of other roles within the university, including a role as a Course Coordinator. Within the teaching profession, Tim trained as a Drama and English teacher, and has held roles as President of Drama Tasmania, and National Director of Research for Drama Australia. Aside from working in the higher education context, Tim maintains a profile as an award-winning photographic artist, and has exhibited work in group and solo exhibitions, as well as publishing books of his words and images.

I would describe the TLP experience as challenging, confronting, rewarding, engaging, generative, affirming, and unexpected. While I had anticipated that the program might lead to professional growth (and it most certainly has), I hadn't realised the extent to which it would enable and require me to consider my own values, beliefs, and personality preferences. Fundamental to my learning has been the opportunity to learn from and alongside twenty three amazing, inspirational Tasmanian leaders (from vastly different professional contexts), who have encouraged me to step outside of my comfort zone and step forward to share my views and values. Along with my co-participants, I have learnt a great deal about leadership and ways of being in the world, through the insightful presentations of the many speakers, Tasmanian Leaders Alumni, and of course through the thoughtful, deeply engaging contributions of Brian Lewis and Gillian Biscoe. A year has never felt so short – and I look forward to continuing my own leadership journey, inspired and encouraged by my experience.

After the TLP, I am planning to continue the processes of reflection and action that have been given such a powerful start across the year. I intend to engage in my professional work in a manner that is consistent with my personal values and beliefs, and to continue my personal development, building on the momentum established across the year and in the closing Residential in particular. I find that after the program, I have a broader view of issues, I am better able to consider different points of view, and I feel better prepared to act in deliberate and authentic ways. These changes to my attitude and actions will stay with me, regardless of the specific role I am currently filling within my organisation.

## Paul NIVEN

Business Manager – Dairy

THE VAN DIEMEN'S LAND COMPANY (VDL CO)

Paul lives in Stanley, with his very supportive and understanding wife, Alice, and their four wonderful children. Paul and his family are very active in the community, with involvement in sport, educational and community development programs. In his role as Business Manager – Dairy for VDL, he oversees the operations and financial performance of 25 dairy farms, with 110 people and almost 20,000 milking cows producing over 80 million litres of milk per year. Paul has a passion for people, cows, business and systems.

I applied to the Tasmanian Leaders Program to gain an increased understanding of how Tasmania works and to develop connections into other sectors of Tasmania. The program delivered this and more. I found that the Residentials were extremely well designed and facilitated by Brian and Gillian to enable self-reflection and personal growth. I have become more self-aware and considerate in my work and personal life. The Linking Sessions exposed me and the other participants to many passionate, insightful and generous Tasmanians – many of whom I would not usually interact with. I have also been very privileged to meet and get to know the other participants. They are a fantastic group of people who will ensure Tasmania has a long and bright future.

My learnings and experiences will continue to filter into my work, community and personal life. I have already brought many of my learnings and experiences back into VDL – which has had benefits for the people and the business. During the program, I have learnt to make time for me, and post program I will also give more balance to my life. The Tasmanian Leaders Program has also enabled me to connect with many people to enhance some of the social and educational outcomes for Circular Head and Tasmania. I have established relationships which will grow and strengthen over time. I am also looking forward to involvement with the Tasmanian Leaders Alumni and the continuation of the TLP journey. " I have already brought many of my learnings and experiences back into VDL – which has had benefits for the people and the business. "



"The friendships forged added a vibrant layer to the whole experience, with stimulating dialogue bringing both laughter and gravity into every session."



# Sakura ODDIE

Senior Community Liaison Officer

DEPARTMENT OF PREMIER AND CABINET (on entry into the program: Senior Consultant – Tasmania Together)

Sakura Oddie's professional background spans private, public and not-for-profit sectors. For the past year she has worked in a liaison role with the Bushfire Recovery Unit, a temporary unit created within DPAC to co-ordinate a community-led recovery after the devastating bushfires of January 2013. Immediately prior to this, Sakura managed the social, environmental and economic benchmarking project for Tasmania Together. Sakura has a Bachelor of Commerce and CPA qualifications and in her spare time is chair of the national charity, Brave Foundation, Tasmanian regional coordinator for IAP2 (International Association of Public Participation) and treasurer of the Tasmanian branch of ICF (International Coaching Federation). Originally a Sydney-sider, now Tasmanian by choice, Sakura is passionate about contributing towards a connected and cohesive Tasmania where regional communities identify and capitalise on their unique advantages through shared participation.

The TLP was everything I hoped for and more. The focus on Tasmania provided an extensive and intensive exploration of our 'place' - clearly, the further you look, the more you discover and the deeper you dig, the more you uncover! The rich insights and anecdotes generously shared by the presenters throughout the year, along with the diverse perspectives offered by fellow participants, challenged my preconceptions and stretched my understanding of the many topics we covered. From the opening Residential in Strahan to the final wrap at Cradle Mountain, each month's packed agenda was like rocket-fuel; energising and inspiring, extending our thinking to the extreme and exposing a colourful kaleidoscope of opportunities within our reach. The friendships forged added a vibrant layer to the whole experience, with stimulating dialogue bringing both laughter and gravity into every session. The program gave us an invaluable frame of reference and tools to help tackle the challenges we must collectively embrace if we are to take hold of the many opportunities Tasmania has to offer!

Remaining on that path of discovery, I continue to look for ways to enable people, organisations and communities to thrive and do what they do best. With new networks and channels for collaboration open to me, I am eager to promote the transfer of those ideas, support each sector and region to build on their distinct strengths and continue to help dissolve siloed activities. The program has challenged me to place greater value on my own contribution towards addressing the issues and it has strengthened my resolve to foster shared and innovative responses for the sustainable development of our beautiful state. With much gratitude to all who have contributed to my TLP experience, I look forward to continuing this journey with my fellow participants and the greater TLP tribe – the Tasmanian Leaders Alumni.

# Nadine OZOLS

Program Coordinator

MAY SHAW HEALTH CENTRE INC

Placement subsidised by Freycinet Coast Financial Services Ltd

Nadine Ozols is employed by May Shaw Health Centre Inc and currently Coordinates the Healthy Together - Bicheno to Buckland program in the Glamorgan Spring Bay municipal area. Healthy Together is the project title for the Rural Primary Health Service program, funded by the Australian Government through Tasmania Medicare Local. Nadine commenced this role in early 2008 and enjoys working together with the community to strive towards the mission of supporting individuals and communities to effectively 'drive your own health'. Before this role Nadine worked as a Training Support Officer with Work and Training Ltd in their Hobart office. Nadine is passionate about community development and working from a primary health framework.

The Tasmanian Leaders Program has provided me with an amazing opportunity to truly understand myself. I entered the program not truly knowing what to expect but was comforted by the fact that twenty four other people faced the same uncertainty. The highlight is the people: the other participants, the speakers, the Tasmanian Leaders Alumni, the sponsors, everyone! For me the Myers-Briggs Personality Type testing was the turning point. It was not the first moment I discovered my personality type, but after a few months of selfreflection, it was like I finally fine tuned my understanding of self!

The Tasmanian Leaders Program has provided me with confidence in my personal life and work. I feel like the insights I have received into myself and knowing others will be invaluable. As a result of the TLP I have tweaked the way I work, from the processes I use, to the confidence in my abilities. I feel very privileged to be a TLPer and know that the experience has made me a better leader and feel very lucky to be participating early in my career. In the future I hope to be a positive role model for contemporary leadership and to coach/ mentor others. " As a result of the TLP I have tweaked the way I work, from the processes I use, to the confidence in my abilities."



" It's about understanding, valuing and respecting people for their differences, and learning to be a leader who is able to bring out the best in the people around them. "



## Leanne SHERRIFF

Senior Consultant

MACQUARIE FRANKLIN

Leanne Sherriff has worked in many aspects of natural resource management and agricultural extension for the past 13 years. The past seven years have been as a senior consultant with private company Macquarie Franklin. Leanne is an experienced project manager, with technical expertise in a wide range of NRM fields, in extension and in group facilitation. Leanne is passionate about creating and supporting a healthy environment and enjoys working collaboratively with land managers to achieve practical solutions. Leanne lives with her partner, Bill, on a mixed farm tucked under the Western Tiers near Cressy, with an assortment of furry and feathered friends. In this environment she can give rein to indulging her interests, which are mainly focused around the outdoors, being with friends and include bushwalking and bike riding. Tripping off on adventures to new places and meeting new people whenever the opportunity arises is also a passion of Leanne's.

Having lived here all my life I thought I knew Tasmania reasonably well... the experiences I had during the TLP showed me some worlds within Tasmania of which I was completely ignorant. These worlds were revealed both by my fellow participants and by the many presenters who so generously gave up their time. I feel privileged to have shared other people's very personal journeys and experiences, and I have been enriched by these - the sad and thought provoking, the inspiring and energising, all unique, diverse and illuminating. The strength of the program was in highlighting the extraordinary in the ordinary; in making you search for deeper meaning and answers where before you may have skimmed the surface, made assumptions and jumped to conclusions. The Tasmanian Leaders Program is an expedition exploring planet people. It is about understanding, valuing and respecting people for their differences, and learning to be a leader who is able to bring out the best in the people around them.

I feel a little like Alice in Wonderland – the TLP has opened the door to a new world – now I need to be brave enough to keep exploring it on my own. The program took the blinkers off my eyes so I can clearly see around me. It has given me wings to reach for the stars and courage to open the batting, and not be afraid of failure. I will strive to take a big fat learning from every cloud that dumps on me. I will value time to reflect, think and plan. No one will wonder what my values are – I will be true to myself and the world I believe in. I will encourage and support those around me. I hope to be a better leader, friend and colleague, and to contribute to making Tasmania an even greater place that I am proud to call home.

# Joanna SIEJKA

CEO

#### YOUTH NETWORK OF TASMANIA

Recipient of the Department of Economic Development Tourism and the Arts Community Development Scholarship

Joanna Siejka is the CEO of the Youth Network of Tasmania (YNOT), the peak youth body for the youth sector in Tasmania. YNOT has input into and responds to policy direction, advocates for the youth sector and lobbies for the needs and initiatives of young people. Integral to the work of YNOT is the youth participatory structure, known as the Tasmanian Youth Forum (TYF), which is Tasmania's peak youth consultative body. Joanna is passionate about social justice issues and in addition has specific interests in the areas of disability, education, homelessness, mental health and youth justice. Joanna is also on the Australian Youth Affairs Coalition and Homelessness Australia Boards, is the Chair of the National Youth Coalition for Housing and sits on a number of Tasmanian Government advisory bodies.

Participating in the Tasmanian Leaders Program has been a privilege, and I am very appreciative of the many inspiring speakers and leaders that I have met, the incredible experiences I have had and the knowledge and self-awareness that I have gained. Although the program itself has been rich and varied, much of what I have learnt has been from time spent with fellow participants, who bring with them such diverse experiences, opinions and perspectives. A highlight for me has been engaging in the many open, honest and frank conversations, many of which have been within my own Learning Set. My understanding of the challenges facing our state has been broadened but so has my knowledge of the opportunities that Tasmania has, and my awareness of the number of amazing people we have here. Throughout this year I have also become increasingly self aware on both a personal and a professional level. For me this has led to a personal journey, within the larger TLP journey, and has further added value to the experience as a whole.

I believe that the Tasmanian Leaders Program has had a positive effect on my approach to work and in my relationships. I feel that I have become more considered in my approach to all that I do, both on a personal and professional level. I think that after a very challenging year, I am now ready to step up and take on whatever challenge is next. I am still looking at what this may be, but feel confident in my values-based leadership approach to take risks and challenge myself.

## •• My

understanding of the challenges facing our state has been broadened but so has my knowledge of the opportunities that Tasmania has... <sup>99</sup>



"The Tasmanian Leaders Program has seen me embrace my own uniqueness, build my confidence and allow me to see the space for my own contribution to Tasmania."



## Erin SMALLBON

Registered Nurse

CALVARY HEALTH CARE TASMANIA (on entry into the program: Southern Industrial Organiser – Australian Nursing Federation)

Erin Smallbon is a Registered Nurse and a Health and Wellness Coach. Erin has been a Registered Nurse for 10 years and has worked in both public and private hospitals, both in Australia and Overseas. This has predominantly been in the operating theatre suite. Erin worked for three years within the Australian Nursing Federation as Southern Industrial Organiser for the public and private sector in Hobart. Following this time Erin decided to further explore her passion for health and wellness and undertook a Health Coaching certificate through the Institute of Integrative Nutrition in New York. With this certificate now completed, Erin has launched her own business 'ES Wellness' and hopes to guide others to their own health and wellness.

2013 has been a transformational year for me and will go down in history as one not to be forgotten! The Tasmanian Leaders Program has seen me embrace my own uniqueness, build my confidence and allow me to see the space for my own contribution to Tasmania. It opened my eyes to the state in which I live and I feel so much optimism for Tasmania knowing that the many people I have met this year through the program are leading the way and all trying to change the world in their own way. This program would not be what it is without the amazing people who make up our diverse group of twenty four. People from all places, backgrounds and persuasions make for an extremely interesting experience and many wonderful conversations. They challenge you, inspire you, allow you to learn more about yourself and many become wonderful friends.

The journey post TLP had begun before the program had even finished! The increase in confidence I experienced, the desire to be more courageous and to live a life of my dreams has seen me launch my Health Coaching Business ES Wellness in December 2013. I am incredibly excited about this next part of my journey and am thrilled to have ended 2013 on such a high note. Through my passion for health I hope to use my business to inspire and guide others to be empowered participants in their own health, to fall back in love with themselves and to experience a sense of vitality they may never have thought possible.

# Bradley TURNER

Portfolio Risk Manager – Electrical

HYDRO TASMANIA

Brad commenced his professional career as a designer with Entura, Hydro Tasmania's consulting business, in 2003. Since that time he has held various positions in asset refurbishment and project delivery in Tasmania and overseas. Brad is currently holding the position of Portfolio Risk Manager – Electrical, responsible for the management and refurbishment of the company's electrical assets as well as leading an experienced team of engineers. Brad is a Chartered Professional Engineer (MIE Aust CPEng) with Engineers Australia.

I cannot think of a more unique, yet relevant leadership development opportunity than the Tasmanian Leaders Program and have widely recommended it to friends and colleagues. The leadership material presented is excellent and covers a broad range of personal and professional development. I found the generous amount of access and exposure to private, public and political leaders as well as highly successful entrepreneurs, provided by the Linking Sessions, inspirational and eye opening. I have made many useful contacts through this process. Last, but certainly not least, was the unique opportunity to work which such a diverse group of passionate Tasmanian professionals, Many leadership programs bring together like-minded people from similar industries or walks of life...This is a clear differentiator of the TLP which provided the environment to challenge my beliefs, stretch my thinking and grow by experiences rather than by training.

Post TLP I will go about life, both professionally and personally, with a greater self-awareness. I feel much better equipped to challenge my own thinking, be more open-minded and less judgemental! I will also remain engaged with the contacts I have made during the TLP and with the broader community. I will identify where I can contribute in order to give something back and continue to expose myself to others who will further broaden my skills and knowledge.

•• I cannot think of a more unique, yet relevant leadership development opportunity than the Tasmanian Leaders Program and have widely recommended it to friends and colleagues. ••



# EMPLOYER TESTIMONIALS

Employers reflect on the effect of the program on their staff and colleagues.

The TLP experience for Andrew Kidd is one that will benefit him for his lifetime. Andrew has been very enthusiastic about the program and the opportunity it has provided him to experience a diverse range of ideas and environments that he may never otherwise have come into contact with.

The TLP has accelerated Andrew's leadership potential which has seen him given the opportunity to lead an offshore, high profile Telecommunications Service Management engagement.

Andrew is now far better equipped for leadership in the world of Global Telecommunications.

LAURIE HUNT Group Manager, Integrated Solutions, Telstra Global Enterprise and Services



Over the last year the Tasmania Prison Service has continued in a period of positive and constructive change. Kay Cuellar commenced the TLP soon after taking the lead, as the senior manager of a large department. This work Kay is leading is critical to our change program and key to the organisation. Although there has been a large commitment of time and energy needed for her to undertake the TLP, Kay has enjoyed the very positive experience of the TLP throughout the year and has energetically used her time to learn, reflect and experience a range of complex issues from a group of leaders with different perspectives.

Kay has talked with me about the ways that the Program has changed and developed her thinking about the role of a leader and the ways leaders influence others to bring about positive change. As mentioned, Kay also found real benefits in her exposure to such a diverse range of people and sectors throughout the Program. I believe Kay's participation in the TLP has had great personal benefits for her but has also been a valuable investment for the TPS as Kay has grown in her capacity to lead, take on challenges and develop her own leadership style, focus and skills.

BRIAN EDWARDS OBE Director Tasmania Prison Service



Selection for the Tasmanian Leaders Program came at a challenging time for Richard Ingram, his Cradle Coast NRM team and the Cradle Coast Authority as a whole.

During the year, the Authority renovated and moved into new offices and undertook a major restructure of corporate services. The NRM team wound up a five year work program within financial year deadlines and developed new proposals in an uncertain post-election funding environment.

There were lots of changes to our work, staff and operating environment, and change is never easy. It was a bad time for Richard to be away from his work and team – but there never is a good time.

Richard's involvement with TLP took him away from the immediate challenges of his work, and into the company of peers with their own, different, challenges. He returned with new insights and perspective, and led his team through change.

Most impressive for me are the decisions Richard has made about new appointments to his team – people with skills and experience to be leaders in their own right. To me, these decisions reflect a new level of judgement and appreciation of the role of leadership in an organisation.

ROGER JAENCH CEO and Chairman Cradle Coast Authority



The Department of Premier and Cabinet is committed to developing the potential of our State's future leaders. Offering a well-rounded agenda, exposure to diverse perspectives and the exploration of the issues and opportunities facing Tasmania, I was pleased to support Sakura's participation in the 2013 Tasmanian Leaders Program.

Entering the year with a high level of energy and anticipation, Sakura's enthusiasm only increased as she embraced the personal and professional challenges presented by the program. Exposure to a broad range of Tasmania's community, industry and institutional leaders has enabled Sakura to build a network of relationships across regions and sectors, increasing her ability to bring multiple perspectives into her decisionmaking. With improved critical thinking and capacity to contribute to discussions in any forum, Sakura has gained an enormous amount from the program and brings a greater level of versatility and insight to her work.

RHYS EDWARDS Secretary Department of Premier and Cabinet



# 2013 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.

## REINVENTION: ARTIST TO INDUSTRIAL

Members: RICHARD CASSIDY, TIM CUBIT, KYLIE EASTLEY, ANDREW KIDD, NADINE OZOLS, ERIN SMALLBON.

**Project Vision**: The project aims to connect passionate Tasmanian installation artists with major industry to facilitate the development of concepts for artwork, utilising waste and scrap material. This will result in the creation and installation of large scale environmental sculptures in high visibility areas around regional Tasmania.

**Project Update**: Inspired by the many entrepreneurial manufacturers around Tasmania, particularly on the North West Coast during our Linking Session visit, Reinvention taps into the direction that many businesses are taking in the re-use of waste products.

Reinvention is about connecting business to the arts and utilising the creation of a new work – using waste products, as an engagement tool for connecting with regional communities.

Our Learning Set has proposed that the site for this project will be Triabunna, a small town situated on the east coast of Tasmania. Triabunna has been affected by a down turn in forestry and the closing of the wood chip mill.

The artist will work in residence for three weeks to develop, in consultation with the business, a concept plan/ model for an environmental art sculpture.

On approval of the concept plan/model the artist will commence producing the piece, which will be erected on either council owned land or private land which the public can view accessibly.

Our project brief is currently before the TLP Board awaiting approval.

# BEE SKILLED – A FUTURE OF SWEET SUCCESS

Members: STELLA COOK, RICHARD INGRAM, RICHARD JAMES, DANNY JOHNSON, TIM MOSS, JOANNA SIEJKA.

**Project Vision**: To develop a sustainable bee keeping program within the Tasmanian Prison System. This will provide program participants with new skills, inspiration, personal growth and future employment opportunities in an industry of known skill shortage across the state.

**Project Update**: Our Learning Set initially used the reverse visioning technique to hone in on the areas we wished to concentrate on through exclusion of those we did not. After a few false starts and discarded ideas, our project started to form through the identification of a genuine need in the community and a project champion.

Since project conception we have commenced discussions with the relevant stakeholders and are currently addressing areas of risk and other issues before finalising the project outline. Our group has also sought advice from members of TLP 2012 Hand Made With Pride group to gain valuable insight into their learnings within the same environment for which we are very grateful.

Future stakeholder meetings will be held to further refine/ scope the project, agree upon project deliverables and assign tasks and timeframes.

Our intention is to develop a sustainable program which can be conducted within a correctional facility environment. It will provide participants with a meaningful activity, a sense of ownership and of achievement. The program will assist in providing the training and skills to potentially enable future employment opportunities within the industry. There is also scope to value-add through the provision of a number of additional opportunities such as construction of hives, formal learning, practical application and mentoring.





## FOOD AND FIBRE INNOVATORS NETWORK

Members: DANIELLE CAMPBELL, ADAM DICKENSON, SUSAN MOORE, RIKKI MAWAD, SAKURA ODDIE, BRAD TURNER.

**Project Vision**: To create an innovative, sustainable and profitable Food and Fibre Industry Network around Tasmania. Provide opportunities and facilitate connections that will drive collaboration, education and motivation across farming, food and fibre professionals in Tasmania.

**Project Update**: The project aim is to create a Food and Fibre Innovators Network that will provide opportunities for professionals in the Tasmanian food and fibre industries to connect and learn from each other, sharing their collective skills, knowledge and experience in the sector.

The Food and Fibre Innovators Network is a vehicle to:

- inspire leadership across the sector through professional development and networking opportunities
- improve communication, collaboration and innovation in the food and fibre sector in Tasmania
- share skills, expertise and new ideas in the sector
- promote education, training and employment in the sector, and
- invest and develop the next generation of food and fibre sector leaders.

Following extensive stakeholder consultation with industry groups across the food and fibre sector, our Learning Set aims to launch a pilot program events, networking and professional learning opportunities at Agfest in 2014.

## RED SHED CONNECT

Members: RACHAEL COX, KAY CUELLAR, MATT GEOGHEGAN, REBECCA GREENWOOD, PAUL NIVEN, LEANNE SHERRIFF.

**Project Vision**: The project vision is to increase employment placements for graduates of Workskills' Red Shed program, by enabling improved partnerships between Workskills and potential employers.

**Project Update**: The purpose of the Red Shed Connect project is to extend and develop lasting relationships between the Workskills' Red Shed program and potential employers, leading to increased work experience opportunities for trainees with these employers, resulting in Red Shed graduates who are more job-ready and have increased access to employers and jobs. Another key objective of the project is to promote and support practical ways for employers to demonstrate corporate social responsibility in their approach to recruitment and employment.

OurTLP Learning Set will work with Workskills to develop an employer sales strategy to build links with relevant businesses and increase the percentage of those Red Shed clients who get a job placement (currently averaging approximately 25%). The strategy will include actions and options to:

- promote Red Shed graduates to potential employers
- broker employment opportunities
- co-brand/partner with employers under the banner of corporate social responsibility, and
- strengthen alliances/work with peak bodies/leverage existing partnerships.

Workskills will participate in the development of this strategy through workshops and undertaking research with potential employers to ensure that their needs are understood and able to be met by the Red Shed training program.





# SKILLSBANK 2013

2013 Skillsbank projects have seen a specific focus on mentorships and board/committee positions for organisations such as: Speak Out Association of Tasmania (advocacy group for people with a disability), The Resource Work Cooperative, Sustainable Living Tasmania and the University of Tasmania's Vice Chancellor's Leadership Award.

There have also been several projects which have called for specialised business advice: the Glenorchy Cricket Club seeking advice on obtaining sponsorship; Volunteering Tasmania's search for an ambassador; St Vincent de Paul Society (Launceston Region) seeking workshop facilitation and assistance with developing a strategic plan; and a team of tutors volunteering on a regular basis to assist new Tasmanians with homework, assignments and job applications at the Migrant Resource Centre Northern Tas.

A big thank you to this year's Skillsbank volunteers: Simon Chandler, Mark Watson, Ian Nelson, Mark Millhouse, Michael Sims, Lucinda Bray, Stuart Auckland, Ted Ross, Angela Driver, Dean Mundey and Kacey Rubie. They have collectively contributed over 200 hours of guidance, support and probono advice to these community organisations.

In addition to these projects, many TLP graduates have generously donated their time and skills to facilitating activities within our own organisation. Events such as the annual Alumni Congress, the Lunch with a Leader series and Thinkbank have been enormously successful this year, thanks to the volunteering efforts of the TLP graduates.

We look forward to welcoming the 2013 Tasmanian Leaders Program graduates into the Skillsbank fold.



#### ABOUT SKILLSBANK

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

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 or committee membership
- guest speaking and facilitation
- mentorships, and
- specialised support or advice.

If you or an organisation you are involved with is looking for assistance in these areas, Skillsbank will help you find the right TLP graduate for your project. Each project is individually negotiated, monitored and supported by the Project Coordinator. For more information email skillsbank@tasmanianleaders.org.au or call (03) 6165 5140.

#### TESTIMONIALS

Thank you for your support. Your enthusiasm is exciting to find. I look forward to us working together in the future.

MISHELLE GREY Integration Manager Migrant Resource Centre Northern Tas Inc.

Things are going well! I should become an official board member at our meeting next week. A great team and a great organisation. Thank you for the opportunity.

SIMON CHANDLER **TLP 2011** On becoming a board member of Speak Out



It is going really well. I am certainly gaining much support and learning. In our first meeting, we talked about my organisation, and Ian had some really useful advice, on areas I hadn't even thought of covering. At our most recent meeting I had some more specific questions to ask, for which he was really helpful and thorough.

RICHARD SKINNER HR, Resource Work Cooperative Mentor: Ian Nelson Getting involved as a Board member for SpeakOut has given me valuable experience in governance and organisational direction *setting – from selection and* appointment of a General Manager, to evaluating mergers and everything in between. It is true that a Board is the control room for an entire business, with access to all the levers and wheels that control and steer, and with a complete view of how the organisation responds as a result of adjustments. My involvement with the Board has created a new set of highly knowledgeable acquaintances and given me a range of skills and learnings that are directly transferrable to any Board.

MARK WATSON TLP 2011 On becoming a board member of Speak Out



As a TLP graduate of 2008, it has been great welcoming Mark and Simon to the Board of Speak Out. Their knowledge and experience has been invaluable. Speak Out is so grateful to TLP and Skillsbank for providing us with such outstanding Board members. This is such a fantastic service, particularly for smaller organisations that struggle to find dedicated and committed Board members.

MARK MASON TLP 2008 Chair of Speak Out



**ABOUT THINKBANK** 

Thinkbank is a forum which engages TLP graduates in critical conversations that facilitate positive change for Tasmania's future. It consists of participatory conversations in which our graduates apply the theories they have learnt and the knowledge they have gained from the program in a practical context. It operates in a creative and positive space that allows them to practice and hone their skills in critical thinking, analysis and communication while advancing public discourse and key stakeholder involvement in critical issues. By exploring complex ideas, concepts and issues, Thinkbank participants gain new insight and perspective, while contributing to a brighter future for Tasmania.

Our commitment to diversity ensures our graduates have a broad cross section of backgrounds, experiences and vocations, and come from across Tasmania. This makes the group fertile ground for robust conversations and also the ideal group to test new ideas, challenge traditional thinking, explore new approaches and processes, broaden insight and understanding of complex issues and devise innovative solutions.

#### THINKBANK 2013

KBANK

#### **BUILDING RESILIENT COMMUNITIES**

The first of two Thinkbanks for 2013 was held at the Tasmanian Leaders Alumni Congress in July. The objective of *"Building Resilient Communities"* was to help graduates build their understanding of the principles and factors that enable communities to respond to change.

This session had three parts:

- Setting the scene a review and discussion of the background reading material distributed prior to the session.
- Learning from others four guest speakers shared their experiences and understanding of rebuilding, resilience and change.
- 3. Experiential exercise working in groups to apply the ideas and theories discussed to our own communities.

The session was facilitated by Maree Fudge (TLP 2007) and participants heard from Mat Healey, Director, Local Government, Security and Emergency Management and Statutory Director of the Bushfire Recovery Unit; Peter Crosswell, former State Manager of Camp Quality, Business Development Manager at Lifeline and now with Millington's Funerals; Lesley McCulloch, Policy Officer, Volunteering Tasmania (with extensive prior experience in international relations and conflict transformation); and Professor David Adams, Professor of Management in Innovation at the University of Tasmania and Professor at the Australian Innovation Research Centre.





#### WORKING TOGETHER TO IMPROVE TASMANIA

Over a one month period during November and December a dedicated group of 12 Tasmanian Leaders Program graduates undertook four discussion sessions and an investigative study to tease out the complexity of issues surrounding education (formal schooling) in Tasmania; to better understand the part education plays in the Tasmanian community; and to identify what changes might need to occur at a cultural and social level to improve educational outcomes.

**SESSION I:** A half-day session to set the scene. Eleanor Ramsay and Michael Rowan, both honorary professors at the Inglis Clark Centre for Civil Society, wrote a discussion paper specifically for this session, which highlighted some of the challenges we face in our current education system. The discussion was facilitated by Eleanor and Michael, along with Malcolm Elliott, Principal New Norfolk High School,

**INDEPENDENT INVESTIGATIVE STUDY:** Over a period of three weeks, participants undertook research to better understand the views of some of the Tasmanian education system's stakeholders including leaders within the education system, business and industry, and the community.

#### PRESENTERS

LIZ BANKS Deputy Secretary Early Years and Schools Department of Education

PHIL BAYLEY Principal Strategy 42 South

PAUL BLACKLOW Lecturer Tasmanian School of Business and Economics University of Tasmania

MARIO CORTÉS Corporate Trainer BizNet Australia Pty Ltd; and Consultant to 26TEN GINI ENNALS Teacher – Young Migrant English Program, Tas TAFE; and Coordinator of Students Against Racism

JOHN HOOPER Executive Officer Tasmanian Association of Community Houses

MARK KELLEHER Secretary – Department of Economic Development, Tourism and the Arts

ROSALIE MARTIN Speech Pathologist Speech Pathology Tasmania **SESSION 2:** A full day, with a Linking Session style format, including presentation and Q&A sessions; a World Café of Burning Issues and Brilliant Ideas; and a panel session bringing together heads of government agencies to open the channels of communication on an issue which underpins the departmental strategies and activities to achieve a more prosperous Tasmania.

**SESSION 3:** Over dinner, the group shared the findings from their investigative studies and the learnings from Session 2, and reconciled these with the themes emerging from Session 1.

**SESSION 4:** A collaborative writing session to produce a report to encapsulate the complexity of learnings from the process.

**OUTCOME:** At the time of writing, the Thinkbank participants were editing the final report, ready for printing and distribution early in 2014. This document identifies the way in which the Thinkbank participants can facilitate community engagement, collaboration, partnerships and innovation in education in Tasmania and will be distributed to the Tasmanian Leaders network, all presenters and contributors to the Thinkbank process and all those consulted by participants during the Independent Investigative Studies.

MICHAEL PERVAN Deputy Secretary System Purchasing and Performance Department of Health and Human Services

TERRY POLGLASE President

Australian Education Union – Tasmania Branch

SCOTT TILYARD Deputy Commissioner of Police and Deputy Secretary Department of Police and Emergency Management

#### **FACILITATORS**

PROFESSOR ELEANOR RAMSAY Honorary Professor Inglis Clark Centre for Civil Society

PROFESSOR MICHAEL ROWAN Honorary Professor Inglis Clark Centre for Civil Society

MALCOLM ELLIOTT Principal New Norfolk High School

PARTICIPATING TLP GRADUATES

ANGELA DRIVER General Manager Tasmanian Leaders Inc.

POPPY FAY Research Services Manager – Regional Development University of Tasmania

REBECCA GRAY VET Teacher Marist Regional College ANDREW MOORE Substantive School Principal

MEGAN MORSE Director Corporate Services Tasmania Medicare Local

SUE ROBERTSON Lead Organiser Australian Nursing and Midwifery Federation (Tasmanian Branch) TED ROSS Director Infrastructure Services Meander Valley Council

MICHAEL SIMS Principal Arbour Health

MELINDA THOMAS Schools, Colleges and Community Liaison Manager TasTAFE ANDY VAN EMMERIK Project and Contract Manager, Department of Energy, Infrastructure and Resources

MARK WATSON Principal Consultant, Watson People and Projects

SIMON WIGGINS Director Avidity Training and Development

# 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, and
- 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

**JANELLE ALLISON** 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 DAN NORTON DAVID O'BYRNE MP TOM O'MEARA **JOHN PITT** PETER RATHIEN MARTIN REES HEATHER ROSE **KIM SEAGRAM** JUDY TIERNEY KATHRYN THOMAS MARKTHOMAS ALBERT VAN ZETTEN MIKE VERTIGAN AC **JONATHAN WEST** MALCOLM WHITE DON WING

# COMMUNICATOR

- EXPERIENCE IN A PUBLIC LISTED COMPANY VISIONARY
- · CULTURAL AWARENESS
- · INDUSTRY AWARENESS
- · POLITICALLY SAVVY
- · VALUES THAT REFLECT THE COMPANY
- · LEADERSHIP VS MANAGER
- · PROBLEM SOLVING SKILLS







# THANK YOU

Tasmanian Leaders wish to thank the following organisations and individuals for their work and support in 2013.

#### FINANCIAL SUPPORTERS OF 2013 PARTICIPANTS

Cradle Coast Authority / Cradle Coast NRM Department of Economic Development, Tourism and the Arts Department of Infrastructure, Energy and Resources Department of Premier and Cabinet Department of Immigration & Citizenship Elverton Pastoral Pty Ltd Gartner Hydro Tasmania Macquarie Franklin May Shaw Health Centre Inc Megavar Pty Ltd NRM North pitt&sherry RDS Partners Sinclair Knight Merz (SKM) Tasmania Prison Service TasWater Telstra Corporation The Van Diemen's Land Company University of Tasmania VEC Civil Engineering

#### TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

BRENDAN CHARLES – Chair STUART WIGGINS – Deputy Chair MARTHA ROBSON – Secretary ANDY VAN EMMERIK – Congress Convener RUTH FORREST JILL MAXWELL MELINDA THOMAS

#### Until July 2013

AMANDA CASTRAY – Chair JOHN RALPH – Treasurer

#### From July 2013

IAN ADAMS – Treasurer MATTHEW HUBBARD ROSALIE MARTIN

#### TLP 2013 PARTICIPANT SELECTION

AMANDA CASTRAY ANGELA DRIVER JANE BENNETT GILLIAN BISCOE NICK HADDOW CRAIG PERKINS ANTHEA PRITCHARD MICHAEL SIMS DARRYN SMITH KACEY RUBIE GINNA WEBSTER STEVE WILLING

#### TLP 2012 VOLUNTEER EXECUTIVE COACHES

BILL ARONSON ROS CARDINAL JILL CURREY CHRISTINE HEPBURN SARA REDMAN KATHERINE STREET PAULA SULLIVAN CELIA TAYLOR BRENDA TSIAOUSIS STEVE WILLING

Also special thanks to those who contributed photography including Phillip Biggs and Tim Moss.



# 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 moved to New York in 2013 to become

Commercial Lead for the Atlantic Joint Business between American Airlines, British Airways, Iberia and Finnair having previously managed Europe Business Planning for American Airlines based in London. Before undertaking his masters, 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. John is a Fellow of the Financial Services Institute of Australasia, a Barrister and Solicitor of the High Court and various Supreme Courts of Australia, and a Solicitor of England and Wales.



#### ANTHEA PRITCHARD – DEPUTY CHAIR AND PUBLIC OFFICER

Anthea is the General Manager of the Salamanca Wharf Hotel, a new boutique apartment hotel in Hobart, owned and

developed by Anthea and her husband in partnership with the Giameos'. Anthea also consults across sales and marketing issues for the Sense-T project at UTAS. Prior to this she held the position of Group Marketing and Sales Executive for Blundstone where she was responsible for product and market development across the group. Blundstone is the iconic Australian boot sold around the world. She has also been 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 was the National Marketing Manager for |. Boag & Son, Australia's premium brewer for much of the noughties. Here, she was responsible for the development of the Boag's brand portfolio, including James Boag's Premium, Boag's Draught, 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.



#### SHONA BESWICK (FROM FEB 2014)

In 2013, Shona was appointed Executive Officer for the Rural Youth Organisation of Tasmania Incorporated, a not-for-profit organisation which aims to provide personal development opportunities for 15-30 year olds. Prior to this role, she had

been a self-employed business management consultant with a broad scope of expertise in finance, human resources, governance, strategic and business plans, policy and procedure development, and training of business owners, managers, bookkeepers, board members and university undergraduates. Shona has extensive not-for-profit board experience and is a Graduate of the Australian Institute of Company Directors having completed the Company Directors Course in 2008 and Mastering the Boardroom in 2013. She is a Member of the Institute of Public Accountants with a BAS Agent registration, has a UTAS Masters in Business Administration (MBA), a Certificate IV in Training & Education and completed the Tasmanian Leaders Program in 2010.



#### 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 (UNTIL JULY 2013)

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 a role 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.



#### MARK KELLEHER

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**

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**

In October 2013 Ginna was appointed Deputy Secretary – Administration of Justice, Department of Justice after nearly five years as Director, Community Corrections. 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. She is also Chair of Veranto Lifestyle Assistance (formerly Oakdale Services), an organisation which operates services for people living with a disability in homes from Blackmans Bay to New Norfolk as well as the major residential facility, Oakdale Lodge. Ginna graduated from the Tasmanian Leaders Program in 2008 and was the chair of the Alumni in 2011 and 2012.



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.

#### **ROB WOOLLEY**

Rob is the Chairman of

# TASMANIAN LEADERS ALUMNI SUB-COMMITTEE UPDATE

Congratulations to all the graduates of the 2013 Tasmanian Leaders Program – we look forward to welcoming you to the Tasmanian Leaders Alumni family, which has a rich history and tapestry of people, places and processes but still only one purpose – to make Tasmania a better place to live, work and do business.

The Tasmanian Leaders Alumni was formed after the first program 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 directly enhances our capacity to provide and facilitate ongoing opportunities for personal and professional development, participation in community leadership and engagement in networking with other graduates.

The current Alumni Sub-Committee comprises Brendan Charles, Stuart Wiggins, Martha Robson, Ian Adams, Jill Maxwell, Andy Van Emmerik, Melinda Thomas, Matthew Hubbard, Rosalie Martin and Ruth Forrest. A big thank you goes to these members, the previous committees and other Alumni who 'lend a hand' as and when they can.

Each year the committee endeavours to co-ordinate a range of activities that support both financial members and the broader Alumni. Over the past 12 months the successful Lunch with a Leader series was again held and well supported in both Launceston and Hobart with an interesting variety of local leaders sharing their stories. These sessions are a great way for members to come together on a less formal basis, learn and "catch up" over a meal and I would encourage members to attend. Please also consider nominating a friend or colleague who you believe has an interesting story to share. Along with Natalie and Ange from the TLP office, Andrew Frost (Launceston) and Amanda Castray (Hobart) assist greatly in co-ordinating this series.

Held annually, the 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. The 2013 Congress, held from 26-28 July at Country Club Launceston, was a great success in terms of attendance, content and the celebration of TLP. Andy van Emmerik led a talented and focussed organising committee which delivered many highlights, including the updates on the TLP 2012 community projects and the awarding of the inaugural Tasmanian Leadership Award to Jenny Edis, recognising her contribution to the community, particularly in relation to the establishment of the Launceston Farmers Market. Thanks to Craig Perkins and Regional Development Australia – Tasmania for their generous sponsorship of this award.

In October, the Alumni hosted a highly successful *Dinner* with the Premier, Lara Giddings, in Hobart. Forty 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 based around her leadership journey and then opened up the conversation with the group around many of the challenges facing Tasmania and explored some ideas of where and how TLP graduates could have a significant positive impact. Education was raised in both the discussion with the Premier and has now been explored in greater depth through the most recent Thinkbank program in which a number of Alumni have participated and dedicated both time and expertise to. As with the engagement seen at the update sessions by Minister



of Economic Development, David O'Byrne, Thinkbank is an important demonstration that the TLP Alumni is a respected voice in the community and has a huge amount of potential in bringing our combined expertise to the table.

In addition to successful Christmas functions in the NW, North & South, the Alumni committee rounded out 2013 by conducting an on-line survey of the members, with the intent of both re-affirming our priorities, but also highlighting new and different opportunities. With close to 50% of the Alumni responding, the committee can plan with greater clarity while looking to leverage the ideas and offers of support that were forthcoming.

In 2014, the committee will continue to focus on both personal and professional development opportunities for the membership, with the flagship event again being the annual congress, which for the first time this year, will be held in Burnie this year. We are looking forward to offering delegates some challenging and exciting experiences as part of the congress, connecting with a broad range of topics from the Arts to Industrialisation. The survey indicated a high level of interest in a "Leadership Toolkit" series consisting of short/focused learning sessions facilitated either by Alumni members or external resources and work is already underway to assess how this could be achieved.

Through the joint development of the improved membership portal (CRM), together with the TLI board, the Alumni committee will also be offering members an improved on-line experience and further opportunities to connect and explore the wonderful diversity which exists within the broader TLP group.

Over the last twelve months the Alumni Sub-Committee has continued its strong working relationship with Tasmanian Leaders thanks to the efforts of the TLI Board, the General Manager, Angela Driver, and Project Coordinator, Natalie Hayes. In 2013 we are looking forward to further developing the governance and resourcing on the Alumni, in line with the broader TLI strategy and will be working closely with staff and board of TLI on this.

The graduates of the 2013 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 again welcome and encourage TLP 2013 to engage with this group of diverse, inspirational and talented leaders.

BRENDAN CHARLES Chair, Alumni Sub-Committee

# TLP GRADUATES

#### **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 Project Manager Strategy, Enterprise & Regions Department of Economic Development, Tourism & the Arts

CHRISTOPHER JOHN CEO United Synergies Ltd.

WAYNE JOHNSON Administrator of the Magistrates Court, Tasmania Department of Justice GLENN JOYCE Director FJB Accounting Solutions

TOM LEWIS Principal RDS Partners Pty Ltd

SUZANNE MARTIN Veterinarian

ZACH MCARTHUR Principal WHK

LOUISE MILLS Deputy Director Corporate Services Department of Priemier and Cabinet

IAN NELSON Principal Ian Nelson Consulting

JOHN RALPH Project Manager – Regional Development Department of Economic Development, Tourism & the Arts 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

#### **TLP2 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 Acting Manager, Planning, Program Development and Legislation, Children and Youth Services 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 Pathways Tasmania

GINNA WEBSTER Deputy Secretary -Administration of Justice Department of Justice

#### TLP3 2009

STUART AUCKLAND Program Coordinator, Centre for Rural Health University of Tasmania

JAN BATCHELOR Principal Network Leader 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 Founder and Community Engagement / Infrastructure Committee Member Harvest Launceston Community Farmers' Market.

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 A/g Principal Ogilvie High School

MEGAN MORSE Director Corporate Services Tasmania Medicare Local

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

#### TLP4 2010

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

SHONA BESWICK Executive Officer Rural Youth Organisation of Tasmania Incorporated

IAN BESWICK Logistics Superintendent Simplot Australia

REBECCA GRAY VET Teacher Marist Regional College

JO GREGG Senior Engineer/Project Manager SEMF Pty Ltd SAM HORSMAN Partner PJS Financial

CLYNTON JAFFRAY Business Improver Productivity Improvers

MARK JEFFERSON Manager Tasmania Sims Metal Management

WIN MAHAR

SIMON PAUL Coordinator Clarendon Vale Neighbourhood Centre Inc

TONIA PECAN Principal The Paper Shed SUZANNE PURDON Centre Leader Ptunarra 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 TasWater

ANDY VAN EMMERIK Project and Contract Manager Department of Infrastructure, Energy and Resources

#### TLP5 2011

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

LUCY BYRNE Senior Project Manager (Regional Development) University of Tasmania

SIMON CHANDLER Asset Performance Assurance Manager Hydro Tasmania

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

PHILLIP DEWIS Commercial Sales Specialist CNW

POPPY FAY Research Services Manager (Regional Development) University of Tasmania RUTH FORREST Member of Legislative Council (MLC) Parliament of Tasmania

NICK HADDOW Managing Director Bruny Island Cheese Co.

STEVE HENTY Finance and Communications 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 Associate Director, Strategic HR University of Tasmania

WAYNE MURRAYLEE Group Services Manager pitt&sherry

GUY ROBERTSON Owner Mount Gnomon Farm

MARTHA ROBSON Manager; Victims Support Services Department of Justice

ALAN ROSEVEAR General Manager Business Services TASMANET

JOHN ROWLAND General Manager, Business Development and Performance Anglicare Tasmania Inc. JAMES SUGDEN Director Sugden & Gee

MELINDA THOMAS Schools, Colleges and Community Liaison Manager TasTAFE

CATHY TONKIN Nurse Unit Manager Royal Hobart Hospital

JO TUBB Field Officer for the Northern Midlands Simplot Australia

JULIE WADDINGTON Open Day Coordinator University of Tasmania

MARK WATSON Principal Consultant Watson People & Projects

#### TLP6 2012

LUCINDA BRAY Consultant Font PR

JANE FORREST Northern Regional Manager St Vincent de Paul Society (Tasmania) Inc.

CHERYL FULLER Marketing and Events Team Manager Burnie City Council

KATE GRADY Funding Development Manager Royal Guide Dogs Tasmania

JOHN HOOPER Executive Officer Tasmanian Association of Community Houses

TODD HOUSTEIN Executive Officer Sustainable Living Tasmania MATTHEW HUBBARD Continuous Improvement Manager McCain Foods

DAVID HUGO Civil Engineer / Project Manager pitt&sherry

ELEANOR JAMES Director Walsh Day James Mihal Pty

MARGIE JENKIN

GAYLE JOHNSTON General Counsel Integrity Commission

ROSALIE MARTIN Managing Director/Senior Clinician Speech Pathology Tasmania

BEN MAYNARD Technical Services Manager - Mine to Metal Grange Resources MARK MILLHOUSE Projects Manager Vos Construction

SHARON PITTAWAY Lecturer, Faculty of Education University of Tasmania

FRANCES PRATT CEO St Vincent de Paul Society (Tasmania) Inc.

SUE ROBERTSON Lead Organiser Australian Nursing and Midwifery Federation

LISA RUDD Partnership Broker Colony 47

STEWART SHARPLES Manager – Stakeholder Management TasWater

GINA SIDHU Assistant Director Australian Bureau of Statistics TRACEY TASKER Manager, Primary Care Programs Medicare Local

PAX TAYLOR Project Manager VEC Civil Engineering

ALLAN WALSH Senior Case Manager Australian Financial Security Authority

SIMON WIGGINS Director Avidity Training and Development



# **GRADUATES ON THE GO**

We chatted with some of the movers and shakers among our alumni to find out how the program has influenced their lives as they continue their leadership journey...



ANDREW FROST TLP 2007

Manager Parking Operations and Carr Villa Memorial Park Launceston City Council

Along with Glenn Joyce, Zach McArthur, the board and other TLP 2007 graduates, Andrew has been instrumental in developing the Tasmanian Leaders Alumni, He was also a finalist in the 2010 Tasmanian Chamber of Commerce and Industry (TCCI) Tasmanian Business Leaders Awards and won the Local Government Managers Australia (Tasmania) 2013 Management Excellence Award (Open Category). More recently he completed a Master of Business Administration through the University of Tasmania.

The TLP has provided me with the skills and confidence to take on challenges that I may not have contemplated previously. I now reflect more strategically and critically on local, state, national and global issues.



**GLENN JOYCE** TLP 2007 Director

FJB Accounting Solutions

2013 was a big year for Glenn who, after several years of thinking and talking about it, started a new business: FJB Accounting Solutions. He also completed the Australian Institute of Company Directors (AICD) course.

The personal and professional learnings gained as a result of my involvement in the TLP, both whilst undertaking the program in 2007 and from participating in Alumni events since then, have assisted me greatly in navigating through the personal and professional challenges I have faced during recent years, and have supported me in starting my own business.



JOHN RALPH TLP 2007

Project Manager – Regional Development Department of Economic Development

Since graduating from the TLP John has completed the AICD course, become a National Director of Economic Development Australia and qualified as a Personal Trainer, all whilst meeting the demands of life as a champion bagpiper, which sees him play at concerts, festivals and competitions all over the world.

The first thing the TLP did was gift me a network of peers and mentors who are leaders in their fields. Those connections have been invaluable over the years and the five lads from Launceston who did the TLP in 2007 together still catch up to share life's ups and downs. Beyond the friendships, a heightened social awareness has been immensely enriching for me. I better understand and accept the behaviours of different personality types, including my own, which helps me interact more effectively with the world around me.



MICHELLE SWALLOW

Director Leadership and Change Consultants

Since graduating from the TLP Michelle was appointed CEO of the Mental Health Council of Tasmania, before establishing a consultancy, Leadership and Change Consultants Pty Ltd in 2011. In 2011 she was a finalist in the TCCI Tasmanian Business Leaders Award in the Tasplan Tasmanian Public and Community Sector Manager of the Year category. Most recently she was appointed a board director of the newly established TasTAFE.

The TLP was a lifechanging experience both personally and professionally. From knowing myself and others in more depth, to developing lifelong friendships and networks, I developed a stronger risk appetite, enabling me to take the leap of faith required to establish my own business and 'sell' my expertise. I continually seek advice and support from TLI board members, TLP graduates and Leadership *Champions; a network* that continues to contribute enormously to my professional and personal journey.



**LIILA HASS** TLP 2008 Owner Liila Hass Naturopathy

In 2012, Liila was awarded the John Flynn Fellowship in Rural Health and in 2013, she was awarded the Jan Lee Martin Scholarship by Melbourne University's School of Business.

TLP helped give me the confidence to move forward towards many of my goals. It also helped connect me with the Tasmanian community at a deeper level and to understand many of the issues and ideas, some deeply entrenched, which are embedded in local cultures.



SAM IBBOTT TLP 2008 Director Marine Solutions

Sam has been responsible for developing and implementing a school-based marine skills program which is now housed within the Tasmanian Seafood Industry Council and is sustainably funded.

The learnings and the people I have been *introduced to through* the TLP have been. and continue to be, a fundamental part of the way I approach life. Some aspects I have internalised and *incorporated into my* daily toolbox of skills, but equally important is having been exposed to a range of tools and learnings which I can revisit when required.



#### **CRAIG PERKINS TLP 2008**

Chief Executive Officer Regional Development Australia – Tasmania

2014 will be Craig's third year as Meander Valley Council mayor, and fifth as a Councillor.

Running for council certainly wasn't on the personal radar before *my TLP experience*, but the TLP generated enormous personal growth for me, and the confidence to know that I can make a difference.



#### GINNA WEBSTER JANET CARTY TLP 2008

Deputy Secretary - Administration of Justice Department of Justice

In October 2013 Ginna was appointed Deputy Secretary, Department of Justice after almost five years as Director, Community Corrections. In the same month she was elected Chair of Veranto Lifestyle Assistance formerly Oakdale Services which operates services for people living with a disability in homes from Blackmans Bay to New Norfolk as well as the major residential facility, Oakdale Lodge.

Without the TLP I don't think I would be involved in a not-forprofit organisation to the degree I am. The program and ongoing Alumni contact highlights the need for leaders to give back to community in which they live. I have regular contact with a number of Alumni and they never cease to inspire and motivate me!



## TLP 2009

**Executive Manager** Health Transport Ambulance Tasmania Department of Health and Human Services

In 2013 Janet was a finalist in the Telstra **Business Women's** Award, Community and Government Category and in 2011 she received an Australian Association of Gerontology (AAG) Service Award in recognition of her contribution as President of Tasmania's branch of the AAG's National Council.

The opportunity to engage with people that I wouldn't otherwise come across has been invaluable. I still have very strong relationships with many of my group and with others in the TLP familu.



#### JENNY EDIS TLP 2009

Founder and Community Engagement / Infrastructure Committee Member Harvest Launceston

Under lenny's leadership and vision, Launceston Harvest won the 2013 ABC Delicious Magazine National Award for Outstanding Farmers Market. Jenny herself also won the inaugural Tasmanian Leaders Alumni Leadership Award.

The TLP accelerated a connection to Tasmania and its people and gave me the confidence, professional learning, inspiration and personal insight required to pursue my vision of contributing to the community in the area of food production and innovation.



COREY PETERSON TLP 2009

Sustainability Manager University of Tasmania

Along with winning the 2013 Vice Chancellor's Awards for Exceptional Performance by Professional Staff and being elected to the University Council in 2012 for a two year term, Corey has led teams of UTAS staff to win the following awards: 2013 Vice Chancellor's Award for Programs that Enhance Learning: Cycling Promotion Fund's Australian **Bicycling Achievement** Award 2013; and Australasian Campuses Towards Sustainability Award of Excellence 2012, as voted by peer institutions.

The TLP increased my confidence to take both my professional and personal interests and goals to a whole new level. It opened doors for me through the networks offered and I feel like it bolstered my credibility – saying you are a graduate of the program does seem to encourage people to give you a bit more time and attention.



#### SHONA BESWICK TLP 2010

Executive Officer Rural Youth Organisation of Tasmania Incorporated

When she began the TLP in 2010, Shona was running her own successful business consultancy and completing an MBA. In 2012, the Sheffield Road Safety Bike Park opened - a learning set project she and her team of fellow 2010 TLP graduates saw to fruition. She has recently taken on her current position with RYOT and been appointed to the Tasmanian Leaders board

The best thing the TLP provided for me was the opportunity to meet people from diverse background and skills but likeminded in commitment to community and individuals. The TLP also played a pivotal role in giving me the skills to assess where I was at and determine what else I wanted to challenge myself with, both personally and professionally.



ANDY VAN EMMERIK

TLP 2010 Project and Contract Manager Department of Infrastructure, Energy and Resources

In addition to his role at DIER, in 2013 Andy started his own consulting business; Van Emmerik and Associates.

The TLP has been influential in helping *me to actively* manage my personal development. As a result, I have completed the AICD course and have developed a personal development plan to ensure I continue to evolve as both an employee and private consultant. Also, the TLP helped me become much more aware of, and able to manage the emotional and social aspects of corporate life.



#### LUCY BYRNE TLP 2011

Senior Project Manager (Regional Development) University of Tasmania

Until 2014. Lucy was Program Manager for Active Launceston. Under her leadership Active Launceston won the Wholeof-Community Involvement Award in the 2013 Medibank Private Active Tasmania Award, Active Launceston was also successful in becoming a finalist for the Howrah Plumbing Community of the Year Award in the 2013 Community Achievement Awards.

The TLP gave me exposure to networks, an understanding of my own abilities and flaws, development of my self-confidence, and expansion of knowledge and understanding across a wide range of topics.



#### STEVE HENTY TLP 2011

Finance and Communications Manager Net Sea Freight – Tasmania Pty Ltd

In 2013 Steve became Chair and President of Junction Arts Festival (which won the Creative Partnerships Australia, national and state awards for regional partnerships as well as the Launceston Chamber of Commerce award for Building Communities), became Chair of the newly formed Tasmanian Logistics Committee, and was a member of the Government's Tasmanian Freight and Logistics Coordination Team.

The TLP was instrumental in my decision to accept my recent board appointments as it gave me backgrounding in governance, practical tools to bring to the table and an influential network that has given me significant support during the year.





Associate Director, Strategic HR University of Tasmania

While remaining in the higher education sector, Dean moved from his role of Senior Executive Officer in the Office of the Provost into a senior organisational development role with a focus on the development of UTAS's people and culture.

The TLP helped me understand that some of my personal attributes, which I saw as limiting idiosyncrasies, are valued, and that I can use them to good advantage. I do that now.



#### MARTHA ROBSON

TLP 2011 Manager, Victims

Support Services Department of Justice

When Martha began the TLP she held the position of Senior Practice Consultant, Department of Justice - Community Corrections. She became the state-wide Operations Manager of her division the following year and recently has taken on a new role as Manager of Victims Support Services,

The TLP gave me the confidence to step outside of my comfort zone and recognise that leadership comes in all forms. The TLP made me realise that leadership is a mindset and a skill like any other that needs to be nurtured and developed. Some may be born to it, but for the rest of us it is about commitment and the willingness to take risks and learn from our mistakes. Stepping outside the limitations that I had imposed on myself opened up a whole new world of possibilities for me both professionally and personally.



#### JAMES SUGDEN TLP 2011

Director Sugden & Gee

In 2013 James founded a new consulting firm, Sugden & Gee, which delivers engineering design, contract administration, management and market development services to its clients.

The TLP has allowed me to embrace my introverted personality; it has helped unlock my creativity; it has empowered me to start a new business; and in 2012 it motivated me to run for parliament.



## JANE FORREST

Northern Regional Manager St Vincent de Paul Society (Tasmania) Inc.

Jane has undergone a significant career change since completing the program in 2012. Having previously held the position of Human Resources Officer at The Examiner, the move to not-for-profit management has opened up an exciting new world.

The TLP gave me an *understanding of the* importance and power of authentic leadership and gave me the courage to pursue this authenticity without fear. In the year since graduating I have evolved in both my personal and professional lives, to a point where I now ensure I live my values every day, place priority on developing and following my passions, and being authentic in all areas of my life.



#### MARGIE JENKIN TLP 2012

Margie was a finalist in the 2013 Westpac Community Leader Award for the work she has done on initiatives relating to the bushfire recovery during her tenure as Executive Officer at Landcare.

The TLP has broadened *my understanding* regarding the complexity of issues, and the importance of both critical thinking and empathy to establish strategic solutions. It has also highlighted the importance of investing in myself and the power of reflection in ensuring *life is personally* and professionally meaningful.



#### **ROSALIE MARTIN** TLP 2012

Managing Director/ Senior Clinician Speech Pathology Tasmania

In September of 2013, through its new social enterprise Chatter Matters Tasmania, Speech Pathology Tasmania began a literacy development project at Risdon Prison. Working within the literacy program in Prisoner Education and Training, this pilot project, Just Sentences, is bringing an auditory-processing and sound-production perspective to the literacy rehabilitation regimes of the inmates participating in the project.

The TLP supported me to gather a much more comprehensive overview of social, economic and governance machinations so that I might find new ways to weave my clinical skills into the *community project* work that I had long been wanting to do that is, to follow more of a social model of health in the practice of my profession.



LISA RUDD TLP 2012

Partnership Broker Colony 47

Lisa has developed the SEA ROPES initiative. SEA ROPES stands for Schools. Environment, Arts & Aquaculture - Rubbish **Opening Pathways** to Employment & Study, and seeks to provide participants with opportunities to experience life outside of geographically or socio-economically isolated communities. Through collecting rope and other debris washed up on Tasmanian beaches and turning it into artworks, young people generate conversations regarding the impact of sea debris on the environment, whilst exposing themselves to employment and study pathways in aquaculture industries.

The TLP has opened pathways to selfunderstanding that has led to increased self-acceptance. I have developed a strong sense of connectedness to place and people, reaffirming my belief of the amazing potential in Tasmania. The TLP provided me with the opportunity to explore who I am and how I fit within the world.









# 2012 GRADUATION DINNER

Friday 22 Feb 2013 / Country Club Resort, Launceston







# **OUR PARTNERS**

*Tasmanian Leaders gratefully acknowledges the support of the following valued partners.* 

#### CORE FUNDER

The Tasmanian Government has been the foundation sponsor since inception and without this support the program would not be possible.



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Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world!



Like **pitt&sherry**, the Tasmanian Leaders Program recognises the importance of having a clearly defined vision and following up with action to create real and sustainable change. This is fundamental to why **pitt&sherry** has continued to sponsor the program over the last 6 years. **pitt&sherry**'s sponsorship of the Tasmanian Leaders

Program continues to contribute to the development of current and future leaders, culminating in around 100 leaders directly benefiting and contributing to the sustainable economic, environmental and social development of Tasmania.

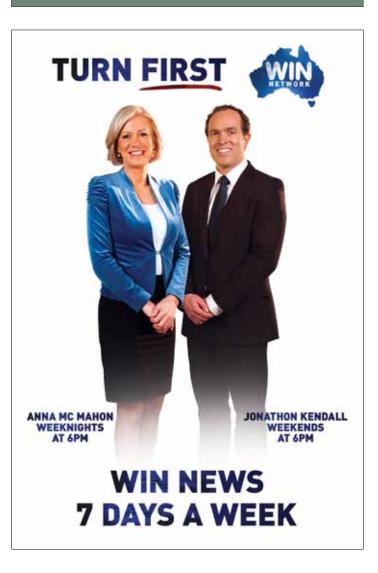
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Congratulations to this year's participants for taking the leap.



Stuart Semmens, What you do when you don't have a pool, WaterSense Photography Competition 2012

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