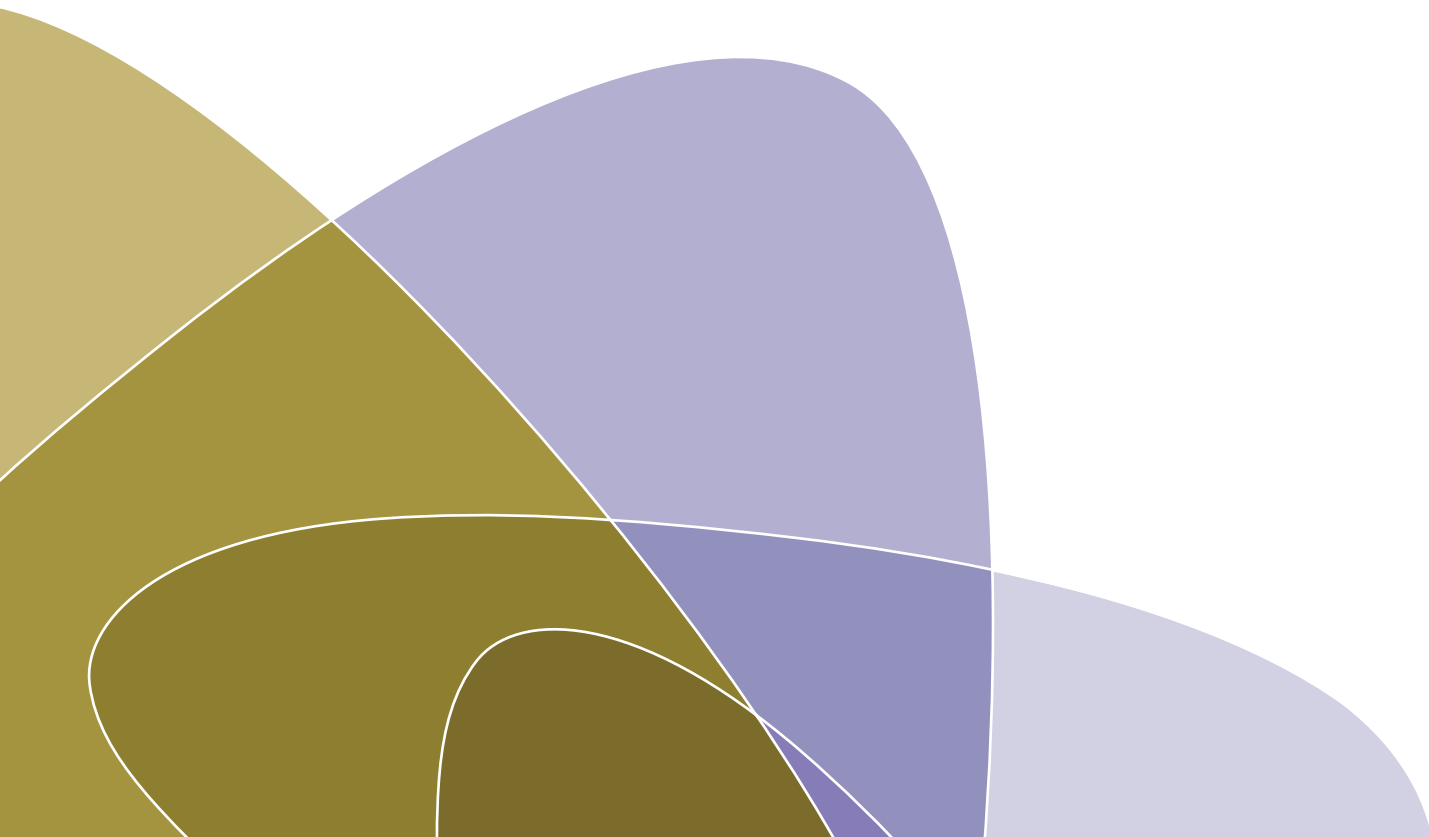


TASMANIAN
LEADERS
YEARBOOK

2014



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2014





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ALL YEAR ROUND

MEMBERS

SAVE 10%

 A scenic landscape photograph showing a calm lake reflecting the surrounding mountains and a clear blue sky. The foreground is filled with large, dark rocks.




OUR MISSION

Tasmanian Leaders Inc. 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 and Thinkbank initiatives, and supports the Tasmanian Leaders Alumni (TLA) while also remaining committed to community leadership and Tasmanian leaders more generally.

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.

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



After eight years of operation and the graduation of 176 participants, I am proud of our work developing the Tasmanian Leaders Program into an extremely professional and impactful leadership development experience for our participants.

If it only takes one person to change the world, then how much can 176 passionate, energetic and informed individuals impact Tasmania? There is no doubt that our Alumni are a unique asset for Tasmania – a diverse group of informed and influential people who are linked by a network, which supports their continued development and connections.

I have had the pleasure of meeting and talking with the 2014 Tasmanian Leaders participants several times during the course of the year. They are an extraordinary bunch and my greatest hope is that the time they have invested in the program has better equipped them to make decisions which positively impact themselves and those around them.

As part of the program, they have each made a commitment to undertake a community or business development project for the benefit of Tasmania. There are four projects across the group, which will be delivered in 2015. The primary guideline for the projects is that participants set themselves a goal which is big enough to make a difference, yet small enough to be achieved. The design and delivery of the projects by the participants gives them a chance to put the learnings they have garnered from the program into practice to generate positive change for Tasmania.

During the course of 2014, the Board has worked with the Alumni Sub-Committee to increase the level of support, engagement, professional development and networking opportunities we offer our graduates. We understand that for all of us, our journey of self-development is continuous and does not conclude upon formal completion of the program.

The list of achievements of our alumni grows every year, as the group grows. We have attempted to capture some of those achievements in this year's book in the *Graduates on the Go* section (see pages 56–57). We will also be publishing a series of case studies that will be published on our social media sites throughout the year.

The Tasmanian Leaders Program is run on the premise of volunteerism. Eight years in, we are still staggered by the generosity of the many people who donate their time freely, enabling us to continually deliver outstanding annual programs. Firstly, I'd like to thank fellow founding Board members, Brian Lewis and Gillian Biscoe, who, each year design and deliver the Residentials which are the critical pillars of the program. Thanks to them also for their wise counsel as fellow Board members.

My transition to Chair of Tasmanian Leaders Inc. in March was made seamless by the support of the outgoing founding Chair, now Deputy Chair, John Perry, our General Manager, Angela Driver, our Project Co-ordinator, Natalie Hayes and all members of the Tasmanian Leaders Board.

The Tasmanian Leaders Board is a working Board, and I'd like to recognise in particular the strategic input as well as 'shoe leather' they invest in ensuring our organisation continues to be developed and expanded, while remaining financially stable. Other Board members include Mark Kelleher, Rob Woolley, Ginna Webster and Michael Sims. On behalf of our organisation let me also thank the two Board members who stepped down during the year, David Sadler and Shona Beswick.

In addition to delivering the Tasmanian Leaders Program, TLI manages a series of post-program activities for our graduates, through initiatives such as Skillsbank and Thinkbank. This is done with the generous support of the Winifred Booth Estate.

Skillsbank focuses in particular on providing Tasmanian not-for-profits with board directors, mentors and public speakers; and Thinkbank is a forum which engages TLP graduates in critical analysis and discussion to facilitate positive change for Tasmania's future. In 2014, our TLP graduates built on the work done in last year's Thinkbank and have worked on submitting a response to the government's *Review of the Tasmanian Education Act – Discussion Paper for Consultation*. Skillsbank and Thinkbank are the functioning proof of the generosity and willingness of our graduates to contribute to the Tasmanian community.

As the workhorse of our graduates, the Alumni Sub-Committee do an incredible job of curating a program of events and professional development including the annual congress and the ever-popular St.LukesHealth Lunch with a Leader series in Hobart and Launceston. They are critical in keeping our growing number of graduates engaged and connected with the organisation. I'd particularly like to thank Brendan Charles (Chair until July) and Ruth Forrest (Chair from July) for leading the Sub-Committee in 2014, and who, along with Deputy Chair Andy van Emmerik, played such a big role in staging the 2014 Alumni Congress in Burnie.

The Tasmanian Leaders Program is funded by three main sources: the participants and their employers; a group of highly valued sponsors; and significant financial support from the Tasmanian Government. The Government's investment has an amazing multiplier effect – each year helping generate 5-6 times that investment in overall program value. Thank you to the Minister and the Department of State Growth who administer our funding and remain committed to investing in the leadership development of Tasmanians.

In 2015 we look forward to building our capacity with the generous financial support of a number of new philanthropic partners.



We welcome the new Secretary of the Department of State Growth, Mr Kim Evans, to the TLI Board in 2015.

We are also incredibly appreciative of our other partners, whose support of the program is critical to its existence. Firstly a big thank you, to our major cash sponsors in 2014: pitt&sherry, TasWater and the Federal Group. Their financial support and involvement in the program not only enables us to deliver Tasmania's premier leadership program, but also enhances the experience for the participants.

Thank you also to RACT who agreed to begin a relationship with us by providing us significant discounts to their world class facilities for our Residentials. Thank you again to WIN Television for their generous in-kind advertising package at recruitment time, and both the Examiner and Advocate who provided us with a two for one spend.

KPMG continued to manage our accounts proficiently and professionally, which is a huge resource saver to the organisation. Thanks also to Regional Development Australia Tasmania for supporting an event on the North West Coast for Alumni, current participants and the wider community.

Thank you to other sponsors including the Department of Foreign Affairs and Trade, NRM North, NRM South and the Cradle Coast Authority. Plus our participant scholarship providers in 2014: the Department of State Growth and the Tasmanian Early Years Foundation.

Finally I'd like to acknowledge the work of our staff. Their commitment and passion for the organisation is very evident in the hours they put in each week, and the calls they take (at all hours) from our travelling Board. Thank you to TLP 2009 graduate and wonderful General Manager, Angela Driver, who steers our ship. Thank you also to TLI Project Coordinator Natalie Hayes, who has delivered so many professional and successful events in 2014 as well as co-ordinating Skillsbank and Thinkbank. And welcome aboard Shona Beswick, a graduate of our

2010 program, who joined the team in September to undertake the role of Program Manager in 2015.

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 Tasmanian Leaders in many ways.

I'd like to finish by listing some of our tangible achievements in 2014, each of which contribute in some way to the successful delivery of our activities, which positively impact our State.

In 2014 there were:

- 5 scholarships collectively worth \$19,000 provided to individuals and organisations who otherwise would not have been able to participate in the TLP.
- 625 days invested in leadership development, capacity building and investigating key issues and opportunities for Tasmania;
- 80+ hours donated by over 114 individual business and community leaders;
- 183 hours donated by 16 expert trainers and facilitators for our participants' professional development;
- 200+ hours volunteered through Skillsbank by our Alumni; and
- 100+ hours volunteered through Thinkbank by our Alumni.

To everybody who continues to contribute to keeping the TLI wheel spinning, thank you. To our new graduates, we very much look forward to charting your future success and welcoming you into the Tasmanian Leaders Alumni.

ANTHEA PRITCHARD
Chair, Tasmanian Leaders Inc.

REFLECTIONS ON THE 2014 TLP JOURNEY

Don Thomson, Director and Principal Consultant at Landscape and Social Research Pty Ltd, shares his reflections in his valedictory speech at the Graduation Dinner.



I am honoured and humbled to have been selected to deliver the valedictory speech for the 2014 Tasmanian Leaders Program and want to thank all my fellow graduates for their vote of confidence in me.

I'm still surprised I was selected because, as I re-

discovered back in February last year when we all did our Myers-Briggs personality typing, I'm an introvert; and a shy one at that!

Perhaps it was because one of the first public speaking exercises I did early in the program was a description of how to scald a pig. Ably assisted by Mike Thomson as my stand-in dead pig, I demonstrated the process of dumping the carcass in a bath of water at exactly 64 degrees Celsius and scraping it down with a sharpened garden hoe to remove all the hair.

It was a good lesson in public speaking: know your subject backwards; get your audience out of their comfort zone; be entertaining and people will listen; and probably more importantly, remember what you said. So let's see if I can emulate some of that tonight.

But no, I'm not going to talk about scalding pigs and I'm not going to ask any TLP8 participants to recount what I taught them in March last year.

That said, spending two years elbow deep in animal guts does help you reflect on what you really want to be doing with the rest of your life, so what I do want to speak about tonight is how the TLP is helping me make some pretty important decisions about my future.

Before I do that I need to step back and explain how I came to be running and working in an abattoir. It's a long story, but the short version is that we, or more particularly I, fell in love with Tasmania, the deep red soils and high rainfall of the North West and the idea of producing quality lamb and free-range pork and selling it direct to customers.

My very patient and supportive wife Keryn and our four children moved to Wynyard from a 200 acre farm 65 kilometres north-west of Ballarat, Victoria in 2007. In 2008, we purchased a run-down dairy run-off block of about 220 acres and established Black Ridge Farm. Three years later we started leasing the Lapoinya Abattoir, just five minutes down the road, and our dream of closing the gaps in the supply chain was achieved. We were growing, slaughtering, processing, packing and marketing our own meat.

It was about that time that I had my first exposure to the Tasmanian Leaders Program. I was invited to participate in a Linking Session in Launceston. I didn't consider myself as a 'leader' in agriculture and marketing, but there I was

shoulder to shoulder with the people I did consider leaders, people like Paul Bennett from Ashgrove Dairies, Kim Seagram from Stillwater and Jan Davis from the TFGA. I was intrigued by and interested in the program, but dismissed it almost as quickly. I was too busy!

But that busyness wasn't sustainable. We were working crazy hours and our lives were out of balance. I wanted to be able to go sailing with my kids on the weekend, or do the mundane things like run them around to their sporting commitments. But probably more importantly I missed my professional career.

You see, I was probably the most qualified slaughter hand in Tasmania, with an honours degree in Landscape Architecture and a PhD in Rural Sociology. When I first came to Tasmania, I was near the end of a two-year contract for the Australian Government as the National Waterwatch Facilitator. For the preceding ten years, I had been running my own consultancy company, working across Australia researching and advising government agencies and natural resource management bodies about policy and program design, community engagement and capacity building, and agricultural research, development and extension. All that dropped away when we bought the farm and focused on building the business.

Late in 2013, we decided to make some changes. We stopped leasing the abattoir. We stopped going to the markets. It was sad, but we had to get our lives back. Remembering my experience as a panellist at the Linking Session, I recognised the TLP as a fantastic opportunity to get our lives onto a more sustainable footing. I had done a shorter leadership program at the University of Melbourne when I was about to complete my PhD, so I knew a little about what a leadership program might do for me. So I applied and was lucky enough to not only get a place, but also be awarded the Tasmanian Leaders Small Business Scholarship to help me participate.

Now having completed the program, I recognise that the program has done a lot more for me than I expected. It has renewed my passion for Tasmania. Not just the landscapes of Tasmania – the reason I fell in love with the place originally – but it has also ignited my passion for Tasmanians, established and new. It has motivated me to be a catalyst for change: to help shape a more vibrant and sustainable Tasmania, economically, socially and environmentally.

So yes, the TLP helped me achieve my perceived needs at the time. It helped me build my confidence. It equipped me with new tools and helped me better utilise the tools I already had in my toolbox. It has made me realise that I have skills, experience, passions and motivations that can make a positive contribution. It challenged me to think about issues facing Tasmania's future and its place in this ever-shrinking world. It has given me some fantastic insights into the nature of leadership.

The River of Life

But some of the most valuable lessons were ones I learned in-between the formal program and, in particular, afterwards – in fact, immediately afterwards. It was my drive home from the final residential weekend at Cradle Mountain that was the most profound. I was, frankly, a bit emotional! I didn't want the TLP to end. I needed closure and I needed to come to grips with how I would build on what was a key event in my life.

So I went fishing.

As Brian Lewis reiterated at each residential, even a stone can be a teacher; when the pupil is ready. I was now ready and the Hellyer River became my teacher on life and leadership.

I spent two hours wading upstream of the Hellyer Gorge bridge, reflecting on what I had learned during the year; the nature of leadership and what I wanted to do with the rest of my life – apart from go fishing. I had an epiphany. Trout fishing provides the perfect metaphor for life and leadership! When I got back to the car I wrote the following:

*Every chapter in life is like fishing
a stretch of river.*

We all fish differently.

We use different tackle.

Adopt different methods.

Use different bait. Fish for different species.

Some of us fish from the banks.

Some from a boat on the water.

Some fish from one place.

Some, like me, wade upstream, constantly on the move.

For me, fishing is immersive.

I wade, often without waders.

*I like to feel the water flowing past my legs,
massaging me.*

*Without waders I can get myself into deeper
water.*

If I fall I can recover quicker.

I become one with the river.

Life. Be in it.

Life is everywhere.

*Bright greens and bronzes of spring myrtle
overhang the river.*

A thing of beauty. A test of casting skill.

Tiny fragile orchids flower on the edge of a bank.

The detritus of the forest strewn on the shores.

But amongst the log jams await the trout.

Ready to pounce on opportunity.

Who will be their fisherman?

The rod is an extension of my arm.

Accurate casting is my goal.

Sometimes reactively casting to a fish spotted.

*Sometimes proactively searching based on
knowledge of where the fish are likely to be.*

Casting and retrieving.

Casting and retrieving.

Waiting for that strike.

It's all about strategy. Tactics.

Being proactive.

Exhausting of body.

Satisfying of mind.

Rewarding of spirit.

It's all about the journey.

Catch and release!

But you can't fish forever.

*There comes a point on the river or a point in
time when you have to end; for the day, the
season, forever.*

But there is much more river ahead of me.

Many deep holes to wade through.

Many rapids to navigate.

Plenty of still water to reflect upon.

Plenty more fish.

*How much time will I get to fish
my rivers of life?*

How far upstream will I eventually reach?

*Will I make it to the source; the font of all
knowledge?*

*Which tributaries will I choose to follow across
the dendritic arteries of this earth I cherish?*

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*Is the journey more important than the spoils
along the way?*

I think so!

*At times I'll be happy and dance like the
droplets of water shining in the sunlight over
the rapids.*

*At times I'll sink deep with the platypus
searching for answers under the boulders.*

In the dark and gloom.

*When I'm down in the depths I'll see you above
me guiding me to the surface and giving me
oxygen to resuscitate me.*

To fish another stretch of the river of life.

Some holes are just too deep to wade through.

*These we can attempt but we must learn to
know when to go around them.*

Sometimes the river is too powerful to wade.

You can't push against a current forever.

We have to know our limitations.

*Sometimes we have to get out of the river and
walk along the bank, searching for the next
opportunity to re-enter the river.*

*We need to be prepared for what might lay
ahead, learn new skills and build confidence.*

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So, when I moved from Victoria to Tasmania in 2007, I changed rivers. The years spent running the abattoir and building up our Black Ridge Farm business was one particularly long and hard stretch of river. The Tasmanian Leaders Program was a challenging, fun and significant stretch of river I fished last year.

It's now time for me to select my next stretch of river; or perhaps another river; somewhere in Tasmania hopefully.

The program has given me more fishing tackle, strategies and tactics to use. It's given me the confidence to tackle some of the more difficult stretches of some bigger rivers; some deeper holes and some faster rapids. It's also taught me that it's often more fun to fish with others.

After many years of working for myself, often alone, I now want to go fishing with other people. It'll be more fun, and more productive.

So now that we've graduated from the Tasmanian Leaders Program, I urge all of my fellow graduates to consider not only how you'll fish your rivers of life, but how you'll help others better fish their stretches of river. For the TLP has equipped us all to be better fishing guides.

But remember, it's not always productive to go back and try to fish the same stretch of river again. Tasmania's future lays in the stretches of river ahead of us, not the ones that have already been fished.

TLP 2014 PROGRAM

The 2014 Tasmanian Leaders Program was comprised of eight two-day Linking Sessions and three multi-day Residential Retreats co-designed and facilitated by Brian Lewis and Gillian Biscoe.

RESIDENTIAL RETREATS

SESSION	WHERE	DATE
Opening Residential	Strahan Village, Strahan	Thursday 13 – Sunday 16 February
Mid-year Residential	Freycinet Lodge, Coles Bay	Friday 18 – Sunday 20 July
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 28 – Sunday 30 November





LINKING SESSIONS

I. GOVERNANCE

FRIDAY MARCH 14 – SATURDAY MARCH 15 / PARLIAMENT HOUSE, HOBART

<i>Good Governance: Leadership and Parliamentary Reform in Tasmania</i>	Richard Herr , Honorary Associate, School of Government, University of Tasmania	Presenter
<i>Parliament House Tour</i>	Michael Polley MP , Speaker House of Assembly Jim Wilkinson MLC , President of Legislative Council	Site Host Site Host
<i>Checks and Balances in the Bureaucracy</i>	Liz Jack , Chief Executive Officer, Macquarie Point Development Corporation Mike Blake , Auditor General Greg Johannes , Deputy Secretary, Department of Premier and Cabinet Catherine Vickers , Director, Strategic Legislation and Policy, Department of Justice	Facilitator Panellist Panellist Panellist
<i>Local Governance and Reform</i>	Katrena Stephenson , LGAT Policy Director	Presenter
<i>Contemporary Corporate Governance</i>	Dr. Dan Norton AO , Owner, Trinitas and experienced Chairman and Chief Executive Officer	Presenter
<i>Global Governance and International Law</i>	Matt Killingsworth , Lecturer in International Relations in the School of Government, University of Tasmania	Presenter
<i>Governance Beyond the Parties</i>	Mark Thomas , Director, M&M Communications Andrew Wilkie MP , Independent Member for Denison Ruth Forrest MLC (TLP 2011), Independent Member for Murchison Rob Valentine MLC , Independent Member for Hobart and previous Lord Mayor of Hobart	Facilitator Panellist Panellist Panellist
<i>Leading with Authority</i>	Steve Willing (TLP 2009), Coordinator Organisational Development, Tasmania Fire Service	Presenter
<i>Presenting with Influence</i>	Mario Cortes , Trainer	Presenter
<i>Leadership Story</i>	Mike Vertigan AC	Presenter
<i>Leadership Story</i>	Robyn Moore , Professional Speaker	Presenter



2. INNOVATION AND INDUSTRY

THURSDAY APRIL 10 – FRIDAY APRIL 11 / NORTH WEST COAST

<i>North West Coast – Industry and Innovation</i>	Robyn Eversole , Director, Institute for Regional Development, University of Tasmania	Presenter
	Angela Castles , General Manager Cradle Coast Campus, University of Tasmania	Presenter
<i>Competitive Advantage: The Intended and Unattended Consequences</i>	Tom Lewis , Director, RDS Partners	Facilitator
	Rob Sadler , Flowerdale Flowers	Panellist
	Jan Davis , Chief Executive Officer, Tasmanian Farmers and Graziers Association	Panellist
	Lindy Dornauf , Christmas Hills Raspberry Farm	Panellist
<i>Leadership Story</i>	Dale Elphinstone , Executive Chairman, Elph Pty Ltd	Presenter
<i>Site Tour: Southern Prospect</i>	Lee Whiteley , Managing Director, Southern Prospect	Host
<i>Site Tour: Zezt</i>	Shane Wootton , Chief Operations Officer, Zezt	Host
<i>Site Tour: Haulmax and Railmax</i>	Zak Brakey , Sales Manager– Trucks, Haulmax Kelly Elphinstone , Marketing Manager, Haulmax	Host Host
<i>Leadership in Regional Economies</i>	Kim Houghton , Economic Solutions	Facilitator
	Tom Lewis , Director, RDS Partners	Facilitator
	Dan Barich , Managing Director, Caterpillar Underground Mining Pty Ltd	Panellist
	Yvonne Rundle , Director, Synectic Group	Panellist
	Lee Whiteley , Managing Director, Southern Prospect	Panellist
	Tim Hess , General Manager Sales & Logistics, Petuna Group	Panellist
<i>Site Tour: Harvest Moon</i>	Simon Drum , Chief Operating Officer, Harvest Moon	Host
<i>Site Tour: Brandsema Tomatoes</i>	Anthony Brandsema , Co-Owner, Brandsema Tomatoes	Host
<i>Site Tour: Hellyers Road Distillery</i>	Mark Littler , Chief Executive Officer and Master Blender, Hellyer's Road Distillery	Host



3. ECONOMY

FRIDAY MAY 16 – SATURDAY MAY 17 / NORTHERN INTEGRATED CARE SERVICE, LAUNCESTON

<i>Tasmanian Economy: Facts and Figures</i>	Mark Kelleher , Board Member, Tasmanian Leaders Inc.	Presenter
<i>Federal Budget Analysis: Finding the Tasmanian Opportunities</i>	Zach McArthur , (TLP 2007), Principal, Crowe Horwath	Facilitator
<i>Industry Perspective: Playing in Multiple Economies</i>	Ray Mostogl , General Manager, Bell Bay Aluminum	Presenter
<i>Role of Government to Stimulate Economy</i>	Anthea Pritchard , Chair, Tasmanian Leaders Inc.	Facilitator
	John Lawrence , Economist	Panellist
	Mala Raghavan , Lecturer, School of Business & Economics, University of Tasmania	Panellist
	Carl Harris , Managing Partner Tasmania, Deloitte Australia	Panellist
<i>The Australian Economy: Challenging Assumptions and Finding the Priorities</i>	Cassie McGannon , Fellow Australian Perspectives, Grattan Institute	Presenter
<i>Economics of the Future: An Alternative View</i>	Senator Peter Whish-Wilson , Greens Senator for Tasmania	Presenter
<i>The Changing Role of Media in Australia</i>	Mark Scott , Managing Director, Australian Broadcasting Corporation	Presenter
<i>Brand You</i>	Christine Hepburn , The Defining Edge	Presenter
<i>Mindfulness</i>	Timothy Slater , Coach and Facilitator, Sara Redman & Associates	Presenter
<i>Leadership Story</i>	Laura McBain , Chief Executive Officer, Bellamy's Organic	Presenter



4. COMMUNITY

FRIDAY JUNE 20 – SATURDAY JUNE 21 / BRIDGEWATER LINC, BRIDGEWATER

<i>Social Inclusion: Policy and Politics</i>	Professor David Adams , former Social Inclusion Commissioner for Tasmania	Presenter
<i>Discrimination Explained</i>	Robin Banks , Anti-Discrimination Commissioner	Presenter
<i>World Café with Community Leaders</i>	Jaisen Mahne , Mental Health Advocate	Panellist
	Sharon Jones , Educator/Counsellor; Relationships Australia	Panellist
	Kiros Hiruy , (TLP 2007), Project Manager, Department of State Growth	Panellist
	Kent Stone , Support Worker, Missiondale	Panellist
<i>The Roots of Disengagement: Structural or Personal?</i>	Meg Webb , Manager of Social Policy and Research at the Tasmanian Council of Social Service (TasCOSS)	Presenter
<i>Prison as a Last Resort</i>	GINNA WEBSTER , (TLP 2008), Deputy Secretary – Administration of Justice, Department of Justice	Facilitator
	Leigh Mackey , Parole Board Vice Chair and Partner, Ogilvie Jennings	Panellist
	Inspector Peter Harriss , Inspector; Police Prosecutions Branch, Tasmania Police	Panellist
	Chief Magistrate Michael Hill	Panellist
	Dr Amy Washington , Manager; Offender Programs, Community Corrections	Panellist
	<i>Site Tour: Correctional Facilities, Risdon Prison</i>	Kay Cuellar , (TLP 2013), Manager Integrated Offender Management, Tasmania Prison Service
<i>Site Tour: Bethlehem House</i>	Patrick Carlisle , Chief Executive Officer, Bethlehem House	Host
<i>Authentically You</i>	Grant Mullen , The Mullen Group	Presenter
<i>Let's Flourish</i>	Katherine Street , Flourishing People	Presenter
<i>Leadership Story</i>	Jacqueline Pascarl , Executive Director; Cure Kids Australia; and Founder/Chief Executive Officer, Operation Angel	Presenter



5. HEALTH AND WELLBEING

FRIDAY AUGUST 15 – SATURDAY AUGUST 16 / NORTHERN INTEGRATED CARE SERVICE, LAUNCESTON

Mindfulness Exercise	Timothy Slater , Coach and Facilitator, Sara Redman & Associates	Presenter
Population Health in Tasmania	Roscoe Taylor , Chief Health Officer, Director of Public Health	Presenter
Implementing a Health System Strategy for Tasmania	Michael Ferguson MP , Minister for Health	Presenter
Inefficiencies in Health	Dr Kelly Shaw , Specialist Medical Advisor	Presenter
Panel Discussion: Inefficiencies in Health	Dr Kelly Shaw , Specialist Medical Advisor	Facilitator
	Graeme Houghton , Chair, Tasmanian Health Organisations	Panellist
	Neroli Ellis , State Secretary, Australian Nursing and Midwifery Federation	Panellist
	Rebecca White MP , Shadow Minister for Health and Human Services	Panellist
Lifestyle Risk Factors	Peter Milne , Clifford Craig Medical Research Trust	Panellist
	Professor Alison Venn , Deputy Director, Associate Dean of Research, Menzies Research Institute Tasmania	Presenter
	Professor Alison Venn , Deputy Director, Associate Dean of Research, Menzies Research Institute Tasmania	Facilitator
Panel Discussion: Obesity	Sandra Murray , Dietician, University of Tasmania	Panellist
	Caroline Bertrand , Clinical Psychology Registrar, Tasmanian Health Organisation – North	Panellist
	‘Jo’ , Anonymous Lap-Band Surgery Patient (via telephone)	Panellist
Panel Discussion: Perspectives of Euthanasia in Tasmania	Roisin McCann , Senior Trainer, ABC Radio Training and Development	Facilitator
	Cathy Pryor , Dental Assistant	Panellist
	Dr Bryan Walpole , Emergency Physician, Royal Hobart Hospital	Panellist
	Dr Paul Dunne , Senior Palliative Care Specialist	Panellist
	Brian Wightman , Chief Executive Officer, Cornerstone Youth Services	Panellist
Media Training	Mark Thomas , Director, M&M Communications	Presenter
Leadership Story	Lisa Watts , Chief Executive Officer, The Conversation	Presenter



6. EDUCATION

FRIDAY SEPTEMBER 19 – SATURDAY SEPTEMBER 20 / INSTITUTE FOR MARINE AND ANTARCTIC STUDIES (IMAS) AND RED CROSS, HOBART

<i>Country and Aboriginal Education</i>	Theresa Sainty , Senior Project Officer – Cultural Understandings/Curriculum, Department of Education	Presenter
<i>Education: The Tasmanian Context</i>	Michael Field AC , Chancellor, University of Tasmania	Presenter
	Mark Sayer , General Manager Tertiary Education, Department of Education	Presenter
<i>Preparing for Life: Curriculum and Skills</i>	Dr Michael Rowan , Education Ambassadors Tasmania and Adjunct Professor, University of Tasmania	Facilitator
	Jenny Eddington , President, Tasmanian Parents and Friends Association	Panellist
	Sue Tolbert , Manager Curriculum Services, Department of Education	Panellist
	Dr Christine Berryman , General Manager, Skills Tasmania	Panellist
	Dr Eleanor Ramsay , Education Ambassadors Tasmania and Adjunct Professor, University of Tasmania	Panellist
<i>Numbers and Letters: The Numeracy and Literacy Challenge</i>	Robin Black , Manager, 26TEN Strategy	Presenter
<i>Interview: The Student Perspective</i>	Kelly Penman , Learning for Life Worker, The Smith Family	Facilitator
	Jessica Gadd and Emily Hale , Year 10 students, Montrose Bay High School	Interviewees
<i>Regional Communities Are Doing It For Themselves</i>	Royce Fairbrother , Chairman, Fairbrother Pty Ltd	Presenter
<i>World Café: Innovation and Fresh Thinking</i>	Holly Barnewall , Teacher, Flinders Island District High School	Panellist
	Elizabeth Daly OAM , Chair, Tasmanian Early Years Foundation	Panellist
	Peter Walker , Principal, Mount Nelson Primary School	Panellist
<i>Leadership Styles and Learning Sets</i>	Steve Willing , (TLP 2009), Coordinator Organisational Development, Tasmania Fire Service	Presenter
<i>Leading Within Boards and Advisory Groups</i>	Shona Beswick , (TLP 2010), Business Management Consultant	Presenter
<i>Human Instincts at Work</i>	Ros Cardinal , Managing Director, Shaping Change	Presenter



7. TASMANIA'S FUTURES

FRIDAY OCTOBER 17 – SATURDAY OCTOBER 18 / LONGFORD TOWN HALL,
LONGFORD

<i>Futurist Thinking</i>	Fae Robinson , Futurist and Strategic Planner, Fae Robinson Futures	Presenter
<i>Demography</i>	Lisa Denny , Demographer, Institute for Social Change, University of Tasmania	Presenter
<i>Planning for the Future: Opportunities and Pitfalls</i>	Lynn Mason , Chair, Metro Tasmania	Facilitator
	Donna Bain , General Manager, Self Help Workplace and Encore Clothing	Panellist
	Phil Hoysted , Director of the Local Government Division, Department of Premier and Cabinet	Panellist
	Errol Stewart , General Manager, JMC Automotive Group	Panellist
<i>Food's Future: Security, Access and Social Inclusion</i>	Leah Galvin , Project Manager, Healthy Food Access Tasmania	Presenter
<i>Employment's Future: A Long Term Perspective</i>	Peter Tatham , Principle Consultant/Owner, Peter Tatham and Associates	Presenter
<i>World Café: Visions for the Future</i>	Helen Geard , Natural Resource Management Facilitator and Project Officer, Southern Midlands Council	Facilitator
	Kim Booth , Member for Bass and Leader of the Tasmanian Greens	Panellist
	Bryan Green , Member for Braddon, Leader of the Opposition	Panellist
	Rene Hidding , Member for Lyons, Minister for Infrastructure	Panellist
	Rosemary Armitage MLC , Independent Member for Launceston	Panellist
<i>Difficult Conversations</i>	Justine McDermott , General Manager People and Performance, Tas Networks	Presenter
<i>Design Thinking</i>	Rod Whitehead , Managing Partner Launceston Office, Deloitte	Presenter
	Stuart Dare , Account Director, Deloitte	Presenter
<i>Leadership Story</i>	Greg McCann , Chairman, Excentor Group	Presenter



8. SUSTAINABILITY

FRIDAY NOVEMBER 14 – SATURDAY NOVEMBER 15 / SUSTAINABLE LIVING
TASMANIA, HOBART AND CHIGWELL FAMILY AND CHILD CENTRE,
CHIGWELL

<i>Definition: Sustainability (Triple Bottom Line)</i>	Dr Elaine Stratford , Associate Professor of Geography and Environmental Studies, University of Tasmania	Presenter
<i>Leadership Story – Motivations for a Sustainable Business, Challenges and Change Management</i>	John Pitt , Managing Director, pitt&sherry	Presenter
<i>Introduction to Government Position on Sustainability</i>	Matthew Groom MP , Minister for State Growth, Minister for Energy, Minister for Environment, Parks and Heritage	Presenter
<i>Sustainability Tasmania Panel Discussion</i>	Greg Alomes , Executive Commissioner and Chair, Tasmanian Planning Commission	Facilitator
	Max Kitchell , Chair, NRM South	Panellist
	Jeff Malpas , Distinguished Professor at the University of Tasmania and Visiting Distinguished Professor at Latrobe University	Panellist
	Stephen Davey , Chief Executive Officer, Hydro Tasmania	Panellist
	Cassy O'Connor MP , Member for Denison, Tasmanian Greens	Panellist
<i>How Does the Built Environment Contribute to Achievements in Social Sustainability?</i>	Greg Barns , Barrister, Writer and Political Commentator	Presenter
<i>Achieving Long-Term Sustainability Goals</i>	Mercia Bresnehan , Deputy Secretary, Department of Health and Human Services	Presenter
<i>A Dummy's Guide to Sustainable Living</i>	Corey Peterson , (TLP 2009), Sustainability Manager, University of Tasmania and Director, Sustainable Living Tasmania	Presenter
<i>Sustainability: Is It Just a Marketing Tool?</i>	Leon Compton , Facilitator and Radio Presenter, ABC	Facilitator
	Anthony Houston , Co-Founder and Board Member, Houston's Farm	Panellist
	Nick Haddow , (TLP 2011), Managing Director, Bruny Island Cheese	Panellist
	Kath McCann , Sales and Marketing Manager, Wrest Point and Board Member, Tourism Industry Council Tasmania	Panellist
	Linda Sams , Sustainability Officer, Tassal Operations	Panellist



TLP 2014 GRADUATES

MARTIN ANDERSON



Martin ANDERSON

Managing Director

IONATA DIGITAL

*Joint recipient of the Tasmanian Leaders
Small Business Scholarship*

Martin Anderson started Ionata Digital 13 years ago and has guided the business to be the premier web and mobile app development business in Tasmania. Graduating from the University of Tasmania with a Bachelor of Computing in 1997, Martin completed roles with the Department of Premier and Cabinet in Tasmania and WSA Online in Melbourne before starting his own business. Passionate about the opportunities available to Tasmania through Information Technology, in 2014 Martin was elected to the board of TasICT, Tasmania's peak body for the Information Communication Technology sector.

The Tasmanian Leaders Program has been a tremendous experience from start to finish. I have particularly enjoyed the opportunity to see Tasmania from a number of different perspectives. The exposure to both TLP participants and speakers from around the state, covering the community, government and business sectors has given me a much deeper understanding of the opportunities and challenges we face here in Tasmania. From the very first residential, I felt part of TLP 2014. Angela, Gillian and Brian provided a great framework for bringing the group together and all the participants were open and interested in sharing. It has been fantastic to get to know the 2014 participants as the year progressed and to have the opportunity to contribute through the coordination of a Linking Session later in the year.

Coming into the TLP, I wanted to understand why Tasmania can struggle on occasion, and what we can do to overcome those challenges we face. It has been fantastic to meet so many people who are passionate about the future of Tasmania and committed to making sure we fulfil our potential. The TLP has challenged me to reach further, extend my goals and do more. Throughout the year we have heard from so many remarkable people who have achieved success in their fields; leaders such as Rob Pennicott, Royce Fairbrother and Dale Elphinstone who have built great businesses by focusing on retaining and developing their employees. The insights into their success have encouraged me to take risks and keep growing my business by surrounding myself with good people.

“ [Leaders] who have built great businesses by focusing on retaining and developing their employees...have encouraged me to take risks and keep growing my business by surrounding myself with good people ... ”



Anna BALMORTH

Program Officer

HOUSING TASMANIA

Placement sponsored by the Department of Health
and Human Services

Anna Balmforth is an experienced urban and social planning professional with specialist skills in stakeholder engagement and communications. Her current role with Housing Tasmania capitalises on her multi-disciplinary skill set and is focused on project management of key strategic residential development projects. Most prominently, this includes the current development and delivery of an Affordable Housing Strategy for Tasmania. Anna's broad experience across roles in both the public and private sectors is reflective of the contemporary approach to urban planning; one which prioritises the human dimension of development. This was most clearly demonstrated in her appointment as National Community Development Manager for property developer Stockland. Anna is a passionate, talented and enthusiastic Tasmanian whose energy is channelled towards facilitating positive change and clear direction for the Tasmanian community.

The TLP journey has definitely been one of the most valuable personal and professional development opportunities I have ever undertaken. Through the program, I have gained a much broader perspective of the issues, challenges and great opportunities that exist within Tasmania. It has been fantastic to realise and have intimate exposure to the unbelievable talent pool that exists within the State. It has been overwhelming to have such a broad range of talented and respected professionals personally and freely investing their time in my own personal and professional journey. The Tasmanian Leaders network is an awe-inspiring group of people, and one I feel very privileged to be a part of. I have loved the way the program pushed me out of my comfort zone, challenged my assumptions and viewpoints, and made me think deeply and holistically. It is an extremely effective and stimulating way of learning and has resulted in greater insight, clarity and self-awareness. The program has definitely exceeded my expectations!

The TLP has provided me with greater clarity about the impact I want to have in the Tasmanian community, the pathways I need to follow, and the networks available to achieve this. The toolbox of tips and tricks enabling development of my own leadership and management style are already proving invaluable in my workplace. Having a holistic view of the challenges and opportunities that face the Tasmanian community has strengthened my thinking, approach and motivation in the workplace. It has been extremely empowering to be part of such a positive and talented group of people as the 2014 participants, and I look forward to tackling what comes next!



ANNA BALMORTH

“ I have loved the way the program pushed me out of my comfort zone, challenged my assumptions and viewpoints, and made me think deeply and holistically. ”





Lola COWLE

Senior Executive Officer

TASMANIAN COMMUNITY FUND

Lola has been working and volunteering with a variety of community organisations for twenty years. As Senior Executive Officer with the Tasmanian Community Fund she is able to use this experience to work with a wide range of organisations to help them reach their goals. One of Lola's passions is providing young people with every opportunity to be the best person that they can be, and many of her volunteering commitments have been driven by this passion. Gaining insights into other cultures and having adventures is another of Lola's passions.

I feel very privileged to have been part of the Tasmanian Leaders Program. The TLP is a unique experience that has helped me gain insights into myself, those around me and the Tasmanian community. Having lived in Tasmania all my life, I thought I had a reasonable understanding of the state and what it means to live and work here but the TLP has introduced me to new horizons and new challenges for Tasmania that I previously had no knowledge of. Through the program and the support and encouragement of my fellow participants and those around me, I finally believe that I have leadership qualities. The TLP has helped me understand what my strengths are and what I can do to improve on my weaknesses, even in times of trial, and how I can help others to grow and develop. I am grateful to all the speakers, leaders and participants whom I have met on the journey for their willingness to share their experiences and knowledge in order to allow my understanding to grow and expand.

During and post-TLP, I have started to look at life differently. I have become more self-aware and much more willing to challenge my own thinking. I've also recognised the need to, and have committed to, taking the time to reflect and allow time for myself. The TLP has filled me with the courage to confront challenges and find solutions to problems. It has also created a desire for me to continue to explore Tasmania and how individuals and communities live. I hope, through the understanding and skills that I have gained, to be a better leader, partner, friend and colleague and to contribute to making Tasmania an even better place to call home.

“ The TLP has introduced me to new horizons and new challenges for Tasmania that I previously had no knowledge of. ”



Antony DECK

Senior Policy Officer

DEPARTMENT OF PREMIER AND CABINET

Antony has worked for the State Government for over ten years. His roles and responsibilities have included: managing innovation programs for sector development; service reform through business analysis; policy development relating to social impact/outcomes; and micro-economic analysis of Tasmanian's living costs. Antony aims to foster an innovative government that works to develop the community assets and interests in Tasmania for positive social and economic reform.

From the commencement of the program, I was told that the content we would be covering represented a smorgasbord of concepts and ideas, covering management and leadership practices from an array of people with diverse careers. Although I wondered about how all this was going to fit together, I reserved judgement.

The following months became a personal and shared journey of reflection, conceptual development and action. The program and the calibre of the presenters change you. For me, this was sometimes a subtle, slow alteration of my views and perceptions of theories on leadership, and other times I was shocked into rapidly altering my thinking and motivations. What a journey! Its imprint on me is indelible.

The network of friends I have made through the program are a group of motivated people with whom I have developed a great supportive network. I am deeply thankful to the participants, staff and presenters of Tasmanian Leaders for their honesty and trust.

I have become involved in a community group of personal interest during the year, which was one of my objectives before the program started, and I look forward to effecting change in Tasmania through developing my role with the Tasmanian Leaders Alumni and through my career in government. The journey has just begun.



ANTONY DECK

“ The program and the calibre of the presenters change you. For me, this was sometimes a subtle, slow alteration of my views and perceptions ... and other times I was shocked into rapidly altering my thinking and motivations. ”





Craig EMMETT

Production Manager

HYDRO TASMANIA

Craig Emmett works with Hydro Tasmania as the Production Manager for the Mersey Forth generation area. He commenced his career with Hydro Tasmania as an apprentice electrician before relocating to Strathgordon and then later Gowrie Park, to move into the specialised field of Power Station Operations. Craig has twenty years' hydro machine experience and has since worked as a Senior Power Station Operator, Electrical Risk Manager and Production Manager West Coast before returning to the Mersey Forth generation area to be based closer to his family.

I have spent the year gaining knowledge and enlightenment of some complex societal factors which underpin the challenges the Tasmanian community face now and in the future. Personal development and self-awareness have also been highlighted during my year in the program, with the opportunity to look inside myself and reflect on my personal values. This exercise has reminded me of some tools I already had in my toolkit and also added more to my repertoire. The TLP has provided the time and space to reflect on where I am and where I want to be; to analyse my practices and reassess my goals. The program has given me the knowledge and belief that will allow me to further develop my leadership style into the future.

I have soaked up the wisdom and experience of program speakers and this in itself has potentially changed my thinking, or in some cases reinforced my current position. I am privileged to have been able to listen to such high calibre speakers who have shared valuable lessons and personal experiences from which I have been able to learn. I have been made more aware than ever before of what it takes to make a difference and create opportunities.

It was invigorating to be exposed to fresh approaches from outside perspectives and to be able to go through the program with a wide variety of participants from diverse backgrounds, all of whom were equally engaged in exploring what the TLP had to offer. I have been fortunate that the TLP has broadened my networks and challenged me to take my career to the next level. A highlight would have to be the opportunity to meet and speak with so many of the incredible participants and speakers, many of whom I would otherwise never have crossed paths with.

“ I have been made more aware than ever before of what it takes to make a difference and create opportunities. ”



Ben HART

Manager – Devonport Office

PITT&SHERRY

Ben Hart joined the consultancy firm pitt&sherry in 2006 and has managed the Devonport office since 2007. He became a pitt&sherry shareholder in 2010 and now spends his time working between Devonport and the new pitt&sherry Sydney office. Ben trained as a civil engineer, graduating from the University of Tasmania in 1996, and has spent most of his working life specialising in bridges, including their design, rehabilitation and management. His first job was for a local Tasmanian bridge building firm, and after three years he travelled overseas and worked as a consulting engineer in the UK and Ireland for seven years on various bridge projects, before returning home to Tasmania in 2006. One of Ben's key motivations is to help transport infrastructure owners achieve maximum leverage from their financial resources when investing in assets, and he is now writing technical papers on this issue.

The TLP experience impacted me more than I expected. As a person whose profession specialises in a very small aspect of our community (bridges), it was very enlightening for me to be exposed to so many other aspects of life and work in Tasmania. This wide ranging exposure to inspiring speakers and stories offered by the TLP made me realise that I have more to offer the broader community, and there are many programs and organisations out there who could benefit from my skills and experience. Listening to so many different Tasmanian community leaders and realising that they are all real people with strengths and weaknesses like everyone else, has given me confidence to engage more outside my own profession.

The TLP also provided practical advice on the softer skills required of a leader; such as how to have difficult conversations and how to run an effective meeting. This advice was invaluable, particularly when considering that soft skills are not generally the strongest aspect of our profession!

This year so many speakers have given their time to come and speak to us and share their stories, and so as well as being grateful for their efforts, I feel strongly compelled to use the learnings of this year in a positive way. After listening to Robin Black, Manager of 26TEN, I was surprised at the high level of poor literacy in Tasmania. As a result, I am volunteering as a literacy tutor for the 26TEN program in 2015. In addition, Professor Eleanor Ramsay's discussion about the important role parents play in a school community, has driven me to become more active in my own children's school.

In my own work environment, I've been able to recognise certain behaviours within myself and others, and with the tools I've learnt during the program, deal more effectively with these behaviours. These are small first steps – but I'm confident they won't be the last.



BEN HART

“ I've been able to recognise certain behaviours within myself and others, and with the tools I've learnt during the program, deal more effectively with these behaviours. ”





Claire JONES

Manager

RELATIONSHIPS AUSTRALIA TASMANIA

Claire Jones began her career in education which was driven by her passion for early childhood education and development, families and community. Claire has always held a strong sense of curiosity, love of learning and thrives on challenge, seeing it as an opportunity for growth and development. After working in education for a short period, she looked to broaden her career experience and has since held multiple positions in community and family services. Claire commenced a management position in 2012 and currently leads a team of more than 20 people across multiple programs, in the family law sector.

I have found the TLP experience to be an unexpected one. While there was no single "A-ha" moment, as I reflect over the year, I can see the changes and impacts the program has had on me. I now more clearly understand myself, my values, views and leadership style.

I was impressed by the high calibre of speakers; their open and frank approach gave interesting insights into a range of issues and topics. The questions, thoughts and input from my 23 TLP peers added to the experience and my depth of understanding and reflection.

A key feature of the program was the leadership stories. They were varied and inspiring and allowed me to understand other viewpoints, consider various styles of leadership, and identify personal, business and community challenges and possible pathways to solutions.

The program has inspired me to step up my contribution both at work and outside of work, and to actively look for and seize opportunities to learn, improve and challenge myself. I look forward to using my toolkit at every opportunity to ensure I think and act strategically as well as operationally, and to share my viewpoints in a meaningful and effective way.

“ I now more clearly understand myself, my values, views and leadership style. ”



Alison LAI

Manager Sport and Club Development

COMMUNITIES, SPORT AND RECREATION
TASMANIA

Placement sponsored by the Department of Economic
Development, Tourism & the Arts and the Department of
Premier and Cabinet

At the tender age of sixteen, Alison was quoted as saying, "I don't want to work in my local post office, I want to manage the post office". Two decades later, whilst not managing that post office, Alison has shaped a successful management career. At work, Alison uses her corporate communications and management expertise to grow participation in organised sport across Tasmania and volunteers for a number of community organisations and boards. Alison loves being busy, and as a besotted mother of three, enjoys nothing more than spending time with her family.

Prior to commencing the TLP, I didn't realise what a powerful personal experience it would be. I embraced all of it and was transfixed by the presenters and panels. My understanding of the issues and challenges facing Tasmania increased exponentially and I made friendships that will last a lifetime.

The TLP confirmed that I knew myself quite well but did not have much confidence as I should. I realised the years of kind-hearted comments telling me I should "slow down", that I was "setting my standards too high", or I should "do less" had taken a toll on my confidence about my choices. In particular, during my TLP year I was intrigued, and at times surprised, by the interest of onlookers, many enquiring about my participation and alluding to the fact I had small children at home. I realised my choices were being critically assessed by a much wider audience than my family and workplace.

The TLP transformed my view about myself as a professional, mother and woman. I have an increased level of confidence about my choices and the program was instrumental in that transformation. I found support and encouragement from my TLP peers, who helped me find a much stronger sense of self and contentment in how I manage family, work and community.

I complete the TLP a different person than I was when I began it. I have clarity about who I am and what is important to me. This includes being a role model to my children, a loving partner and supportive friend. I look forward to success in my professional career and to finding opportunities to advocate on the behalf of women who, just like me, love being busy and are good at it.



ALISON LAI

“ I complete the TLP a different person than I was when I began it. I have clarity about who I am, and what is important to me. ”





Shawn LEE

Manager Northern Integrated Care Service

TASMANIAN HEALTH ORGANISATION – NORTH

Shawn Lee joined the Tasmanian public service workforce as a senior health services manager in August 2010 after an extensive career in both private and public health sectors in Australia and New Zealand. Shawn is a registered physiotherapist and holds several senior appointments at state and national level. He is currently a panel member of the Australian Health Practitioner Regulation Agency and a member of the Tasmanian Allied Health Professional Executive Committee. He also acted as the Chief Allied Health Adviser for Tasmania for a period in 2014. Throughout his career, Shawn has gained the reputation as a transformational leader, leading organisational change that builds on people, culture and systems transformation which has led to positive and sustainable outcomes. In his current role as Manager Integrated Care Service, Shawn has a track record in shaping dynamic, person-centred and inter-professional workplace culture and building university/health service collaboration.

I would describe my TLP experience as challenging, invigorating, generative, transformative and at times, overwhelming and unexpected. The program was everything I hoped for and more. I felt privileged to have learnt and grown alongside 23 amazing Tasmanian leaders who encouraged me to be more congruent and courageous. The Residentials were insightful, carefully crafted and flawlessly facilitated by Gillian Biscoe and Brian Lewis. From the opening residential in Strahan to the wrap up at Cradle Mountain, each session's jam-packed content, processes and take-home messages fuelled me with a desire and energy to up my game and to search for and pursue new opportunities in Tasmania. The strength of the program was the people, their legacies and leadership stories which will continue to spread and cascade to other leaders in many years to come.

I am thrilled to have ended 2014 on such a high note. In 2015, I continue to foster and create relationships, both personally and professionally, with greater awareness and appreciation of self and of others. Remaining on the path of continuous discovery, with greater certainty and clarity, I continue to look for ways to enable people, create opportunities and connect good people with new opportunities regardless of the specific position I am occupying within my organisation. I look forward to walking along this path with my fellow participants and other past and future graduates as a member of the Tasmanian Leaders Alumni. I am incredibly excited about the next part of my journey with Tasmanian Leaders.

“ Each session’s jam-packed content, processes and take-home messages fuelled me with a desire and energy to up my game and to search for and pursue new opportunities in Tasmania. ”



Glen O'KEEFE

Manager Employment Programs and Quality

COLONY 47

Recipient of the Department of State Growth
Community Development Scholarship

Glen O'Keefe is a Senior Manager at Colony 47 and has been with the organisation for over nine years. He is also a member of Colony 47's Executive Management team, which oversees the organisation's supported employment program (Start Fresh Services), Eureka Clubhouse, ISO accreditation, the Colony Christmas Day Lunch and aspects of the organisation's fundraising initiatives. Glen also has direct management responsibility of Colony 47's JobNet Australian Apprenticeships Centre and is JobNet's State Contract Manager. He is passionate about providing opportunities for vulnerable Tasmanians and has a particular interest in supporting those experiencing mental health issues.

The Tasmanian Leaders Program has had a significant and positive impact on me both professionally and personally. It has provided me with a stronger insight into my leadership strengths as well as identifying the learning opportunities I have. From day one, I was continually impressed with the calibre of the presenters and I have been inspired by the many leadership stories. A big take-home message for me throughout the year is that Tasmania is blessed with some incredible leaders who are passionate about the State and its future.

The TLP has provided me with additional confidence in my role and I now find myself providing higher level input into discussions and decisions. On a personal note, the program has challenged and changed some of my long-term opinions on certain topics and I feel I am a better person because of this. Specifically, it has provided me with a stronger drive to support the more vulnerable members of our community. I intend to use the insights and experience of the program to continue to develop and improve the way I work with and support others around me. I also intend to be more involved in my community by increasing my participation wherever possible. This hopefully will include being involved with boards and advisory and working groups.

The TLP has increased my appreciation of the uniqueness of individuals and how we should embrace diversity. This insight has provided me with a new lease on life and I am excited by what the future has in store for me.



GLEN O'KEEFE

“ The TLP has increased my appreciation of the uniqueness of individuals and how we should embrace diversity. ”





Alice PERCY

Funding Team Leader; Office of Research Services

UNIVERSITY OF TASMANIA

Alice Percy is passionate about Tasmania, food, the environment, agribusiness and mountain biking. She studied at the University of Tasmania, where for her honours thesis, she focused on the effects of climate change on Tasmanian grassland species and during her PhD she developed an organic pesticide that was able to consistently suppress grapevine diseases in Tasmania. She is currently the Funding Team Leader in the Office of Research Services at the University of Tasmania and the CEO of Sprout Tasmania; a not-for-profit organisation that supports Tasmanian food producers who would like to get their ideas in the ground, growing and to market. Alice promotes collaboration, values inclusiveness and believes in equal opportunity. Her vision for Tasmania is an island that is full of small to medium-sized enterprises which are in niche markets such as agri-tourism, adventure tourism and creative arts.

The Tasmanian Leaders Program has been a life changing experience and it was not until the final Residential that I was able to step back and reflect on the amazing opportunities I was provided with throughout the year. I initially applied for the program to learn more about myself and gain techniques and tools to work with others as a member of a team and as a leader: I was able to achieve all of these things but I also learnt so much about the Tasmanian community, others' perceptions and perspectives and probably my biggest learning was that what I believed were my weaknesses are actually perceived by others as my strengths. I feel very fortunate to have met so many dedicated and passionate people throughout the program and I am really looking forward to being a part of the TLP journey as an alumnus.

I have realised that being a leader is not about having the title or progressing quickly up the career ladder – it is about making a real difference for your organisation and its target audience and it is essential to believe in the mission, vision and values of the organisation in which you work. As a result of this program, I will make sure that I don't get bogged down in the day to day operational activities and I will take time out to reflect on the week that has been and the vision and mission of the organisations in which I work.

I now have tools and tricks for leading a team, chairing meetings, managing projects, guiding the strategy of an organisation, reading people and having fun while I do it. I am excited about what the future holds for me and my career in Tasmania.

“ I have realised that being a leader is not about having the title or progressing quickly up the career ladder – it is about making a real difference... ”



Andrew PITT

Manager

NEIL PITT PTY LTD

Andrew has worked at Neil Pitt's Menswear, the family business, for the last six years. He moved back to Tasmania in 2009 after seven years in England working in the water/environment sector with a focus on water efficiency, community engagement and event management. He has a science background and masters in environmental management. He sits on the board of the Launceston Chamber of Commerce and is vice chair of the Cityprom board. He has been heavily involved in the BOFA film festival and the Launceston Walking Club. Andrew's interests include the environment, arts, business and social justice and he is open to collaborative opportunities that link these areas to realise novel and locally distinctive outcomes. He is excited by innovation and sees a lot of potential in Neil Pitt's and its buildings.

The TLP is an amazing experience for those of us who have broad interests, and one of the most beneficial aspects for me was the exposure and insight into other sectors. This really hit home while attending a conference about local food production (not something I'd usually go to), organised by a fellow TLP participant, where it was highlighted that as much as three quarters of successful innovation comes from ideas imported from other sectors.

The 2014 TLP cohort is an inspirational group, and our shared experience goes a long way to cement friendships that will continue to be personally and professionally valuable. I was surprised by how much I learnt about myself through those friendships and was completely impressed by how the program was structured to ensure those revelations built on each other to generate a profound impact. Sincere and heartfelt thanks to Ange, Shona, Gillian and Brian.

Now that I have the tools I need to be the change I want to see. I'll be pursuing my goals with greater confidence and strong backing from my values. As the dust settles after a pivotal year, the future seems to have opened up. I aim to use the privilege of participating in the program to build capacity for great things in the Tasmanian community. I will be more proactive about identifying and filling personal skill gaps, and I will continue to look for opportunities to learn from other sectors.

Finally, our Learning Set's Welcome Dinner Project will continue into 2015 and hopefully beyond, and through it I look forward to learning more about making Tasmania, and therefore Australia, a more welcoming place.



ANDREW PITT

“ As the dust settles after a pivotal year, the future seems to have opened up. ”





Anya READING

Associate Professor of Geophysics

UNIVERSITY OF TASMANIA

Anya Reading joined University of Tasmania, Earth Sciences, in 2007. She is a computational physicist, with a focus on understanding the earth through making the best use of big, or multi-faceted datasets. Her research includes diverse industry-relevant and fundamental science topics, such as geothermal energy resources and the response of the southern ocean storms to global change. Anya's university teaching includes authentic fieldwork and computing activities that match science-related roles in industry, or further research challenges. She believes that having fun with numbers, exploring how to program computers, and discovering the world around us are activities that can be enjoyed by children of all ages. Anya develops outreach networks through science, technology, engineering and maths (STEM) projects for schools, and she is strongly committed to accessible education and training for all members of the community.

The Tasmanian Leaders Program has provided an amazing cross-section of information about life, community and business in this wonderful island that I am privileged to call home. While the national media can present a gloomy picture, the TLP presents many innovative, high-quality commercial and not-for-profit initiatives and shows how Tasmania's unique potential can be realised. I have seen the strength of defining values and of working towards a shared goal. On joining the program, I hoped to gain the experience to develop future initiatives of mutual benefit to University of Tasmania research, community and business/industry. My expectations have been exceeded many times over as I've gained a wealth of personal insights, leadership strategies and knowledge. I've been inspired by meeting so many amazing people and I've learned from political, business and community leaders, and the talented and warm-hearted members of this TLP year group.

As a result of the program, I have learned about the importance of economic interactions at all levels. As an example, long-term benefits and efficiencies throughout the whole of our society may be gained by supporting parents of 0-5 year olds and young people making the transition to the workplace or further education. My ongoing professional activities will be informed by a much greater understanding of such key connections. I will also take more time to reflect on big-picture questions including those that impact Tasmania and its global environment. I aim to prioritise activities that make a positive difference to the way that we use our knowledge to ask insightful questions and then make sound decisions. I'm looking forward to 'giving back' via our Learning Set project, Skillsbank, and by making imagined future collaborations a successful reality.

“ ... the TLP presents many innovative, high-quality commercial and not-for-profit initiatives and shows how Tasmania's unique potential can be realised. ”



Misty SANDERSON

Business Development Manager – North

BUSINESS EVENTS TASMANIA

On entry to the program: Market Manager, Harvest Launceston Community Farmers' Market

Placement sponsored by Harvest Launceston Community Farmers' Market and Jenny Edis

Recipient of the Department of State Growth Social Enterprise Scholarship

Misty Sanderson relocated to Tasmania in October 2012 with her Tasmanian-born partner to pursue their passions and live a more community-connected lifestyle. She has led successful teams for a multi-national travel company in the UK, managed the marketing and communications of an innovative travel and adventure gear business in Western Australia, produced a food and wine festival in the Hunter Valley and managed the award-winning Harvest Launceston Community Farmers' Market. Most recently Misty joined Business Events Tasmania and is focused on securing conference events for the north of the state, contributing to the region's economic growth.

The level of honesty and trust established within the group in the first few hours of the Opening Residential – amongst people who barely knew each other – set the tone for the entire experience. The friendships and personal connections I have made are a lasting highlight. The skilful facilitation throughout the program created a safe and encouraging environment in which to take risks, to challenge ourselves and each other – and there were plenty of challenging moments! It was a privilege to have access to so many passionate and influential leaders and to hear their engaging stories in such a personal environment. What probably surprised me most was the willingness of presenters to speak so candidly of their personal opinions and beliefs. It was entirely refreshing and inspiring to experience.

My TLP experience is a privilege that will continue to bear personal and professional fruit for the rest of my life. Going in, I saw the program as a vehicle towards further community involvement, an opportunity to learn and develop new skills, gain a fresh leadership perspective and to enhance my confidence and performance. The TLP has surpassed my expectations and truly inspired and challenged me. I have gained valuable personal insights, broadened my local network, grown my knowledge of the key issues facing Tasmania, and highlighted its natural advantages. The program has also provided real opportunities to make a lasting and positive contribution to my local community and I am particularly excited by our Learning Set's Welcome Dinner Project. Beyond the program, I look forward to actively engaging with the Tasmanian Leaders Alumni and continuing to be a passionate advocate for living and doing business in Tasmania.



MISTY SANDERSON

“ The skilful facilitation throughout the program created a safe and encouraging environment in which to take risks, to challenge ourselves and each other. ”





Scott SCHILG

Operations Manager

NRM NORTH

Scott Schilg's professional background spans the private and not-for-profit sectors, with a focus on regional development. For the past seven years, he has been the Operations Manager at NRM North. What keeps driving Scott in this role is the opportunity to collaborate with a variety of stakeholders and working with his team on projects that can have a large impact. He holds a Bachelor of Science and a Master of Business Administration and is a graduate of the Australian Institute of Company Directors. Outside of work, Scott enjoys spending time with his family and has been known to compete in ironman triathlons, ultra-marathons and bike races.

2015 has been a significant year for me. It is easy to go through life avoiding challenges, change and have a self-centred way of looking at things. One of my mantras is "If you always do what you've always done, you'll always get what you've always got". I have found my TLP journey gave me the skills and tools to ensure this is not the case, through a mix of deep reflection, personal challenge, inspiration and friendship. Everyone is a leader in their own way and the program has given me confidence and enhanced my understanding of my own leadership style, strengths and weaknesses to make a positive difference. Throughout the program we had access to a wide range of inspiring experts in their chosen fields who always displayed such compassion, integrity, drive and vision. I have felt very privileged to share this journey with the other TLP participants and can't wait to hear some of the great things they achieve in the future. The TLP journey has just begun!

The TLP experience has shifted my perspectives and future priorities and has put the onus on me to give myself challenges and take my career to the next level. Because of the increased self-awareness, new skills learned and the networks created through the program, I can now support people to realise their potential and achieve their very best. I am excited by what the future holds, particularly in the context of my own contribution, both professionally and personally.

“ Because of the increased self-awareness, new skills learned and the networks created through the program, I can now support people to realise their potential and achieve their very best. ”



Pete SMITH

Director

HERITAGE TASMANIA

Placement sponsored by the Department of Primary Industries, Parks, Water and Environment

Pete has followed a curious career path. At 16 he started work with the Australian Taxation Office, then graduated with a Bachelor of Social Work (BSW), was named a Tasmanian Young Achiever, worked as a Social Worker and led the redevelopment of Willow Court into contemporary community-based services. He then moved into more senior management roles with Housing Tasmania, Mental Health Services and the Alcohol and Drug Service, after obtaining a Master of Public Administration (MPA), and went on to become responsible for managing Tasmania's historic environment. He is a committed and passionate Tasmanian; President of TMAGgots Inc. (the Tasmanian Museum and Art Gallery's culture-vultures); and works voluntarily behind the scenes at the Playhouse Theatre – in 2014 as the Production Manager for In the Next. Pete also loves to travel, enjoy good food, great conversation and exploring a new place or beach with his partner.

Participating in the TLP has been a terrific opportunity and has helped instil a much more informed view of Tasmania, Tasmanians, what makes them tick and the role I (and others) have the potential to assume, now and in the future. Linking Sessions in places like the North West were profound and helped foster a greater understanding and appreciation of the opportunities and challenges that face regional communities. A particularly notable feature of the 2014 program was the calibre, commitment and passion shared by so many wise, experienced and considered people, including a good mix of quiet achievers, outstanding leaders, Learning Set colleagues and fellow participants. They all gave so generously of their time, insights and themselves – sharing their stories and helping to inspire all of us on our leadership and life journey.

I have found that the TLP has equipped me with a much greater understanding of Tasmania and its people, given me insight into some of the harsh realities it faces and opportunities for the future. It has also given me much greater insight into what I do well and what I need to continue to work on, as I pursue my own professional and personal development. I am very grateful to DPIPWVE for the opportunity to participate in the program and also to my Learning Set, TLP peers and those who have led sessions or shared their insight and passion in 2014. Thank you.



PETE SMITH

“ It has also given me much greater insight into what I do well and what I need to continue to work on, as I pursue my own professional and personal development. ”





M'Lynda STUBBS

Centre Leader Child and Family Centre Chigwell

DEPARTMENT OF EDUCATION

Recipient of the Tasmanian Early Years
Foundation Scholarship

M'Lynda commenced her career training as a nurse at the Royal Hobart Hospital. Years of working in paediatrics, midwifery and as a child health nurse allowed her to realise the value of early intervention in the health and well-being of children and families. Her move into the community sector provided opportunities to promote a collaborative approach to service delivery and reinforce the importance of genuine community engagement.

I believe a good leader asks questions, seeks answers, is visionary and is enthusiastic to learn. I had many reasons for applying for the Tasmanian Leaders Program: I hoped to develop professional networks; understand more about my leadership qualities; and absorb as much as I could to equip me in my role of leading communities through sustainable change. The support of the Tasmanian Early Years Foundation scholarship gave me further focus and motivation to learn the practice of effective community leadership.

The TLP has provided me with the platform I was looking for: it has allowed me to have confidence to use what I know to provide meaningful leadership; to challenge constructs; and use other perspectives to navigate challenges. One of my take-home messages from my year in the TLP was imparted to me on day two of the first Residential in Strahan: "You don't always need to know more, you just need to use what you know!" This has now become my mantra as I cascade the ideas, tools and strategies from the program to my colleagues and peers to further leverage and share the benefit of my TLP experience.

As I continue my journey with the Tasmanian Leaders Alumni, I will reflect on the relationships created and developed at the Residentials, the skills and information gained from Linking Sessions and the inspiration and motivation from the many leadership stories. My memories and learnings of those ten months with my 23 amazing fellow TLP participants will have a continuous influence on my future goals, decisions and aspirations in the years to come.

“ The TLP ... has allowed me to have confidence to use what I know to provide meaningful leadership; to challenge constructs; and use other perspectives to navigate challenges. ”



Mike THOMSON

Operations Manager

PETUNA PTY LTD

Mike Thomson is the General Manager of Operations at Petuna Pty Ltd, based in the community of East Devonport and leading a team of 120 people who produce over thirty million serves of farmed fish each year. Mike's career in fish farming has spanned thirty years, covering a range of farmed species. His track record in diverse international business cultures (Scotland, Ireland, Norway and Australia) began with global aquaculture giant, Marine Harvest, where he was first introduced to change management. He has held a variety of senior production management, project management and technical positions and is educated to masters level in aquaculture. A keen listener with skills in diplomacy and relationship building, his interests lie in developing people through coaching and mentoring. Mike's passions are fish, family and "friluftsliv" (Norwegian for "outdoor life").

Like an onion, the TLP has many layers. It started in Strahan with the discovery that I was surrounded by an eclectic and privileged group of brave program participants. Together, we were deftly nurtured on our unique personal journeys by Brian, Gillian and Angela. Highlights included an encounter with Myers-Briggs Type Indicator; the concept of "one thought two minds", lessons in how to be authentic and the value of good quality feedback. There were difficult conversations, often challenging, always respectful, non-judgemental and enlightening. Mindfulness brought me to an emotional watershed in Freycinet. I now understand the crucial importance of emotions, instincts and values when undertaking any venture. Frank story-telling by generous leaders from all walks of life hinted at possibilities and pitfalls, the importance of resilience and self-belief. My supports throughout the odyssey were Petuna, my Learning Set, the wider year group and my wife Esther.

The impact of the TLP requires time for me to process. Achieving a better work/life balance is a personal goal and one that will benefit both my family and employer. In terms of community involvement, the work begins with the evaluation of our 26TEN Steps project, which aims to raise awareness of the Tasmanian Government's 26TEN Strategy and the everyday issues affecting the 48% of Tasmanians with low levels of literacy.

At Petuna, we have embarked upon a variety of business improvement projects. The management of these critical projects will allow me to apply some of the myriad of tools we have been introduced to during the year. Reflections on individual and organisational changes, and an understanding of the role of emotions and motivators in their success or failure, will be critical to leading and sustaining positive change in the unique and beautiful place we now call home.



MIKE THOMSON

“ Mindfulness brought me to an emotional watershed in Freycinet. I now understand the crucial importance of emotions, instincts and values when undertaking any venture. ”





Don THOMSON

Managing Director

LANDSCAPE & SOCIAL RESEARCH PTY LTD

Co-recipient of the Tasmanian Leaders Small Business Scholarship; and placement part-funded by the University of Tasmania through the Institute for Regional Development

Based in North West Tasmania, Dr Don Thomson is a Registered Landscape Architect and has a PhD in Human Geography and Rural Sociology. He combines these diverse qualifications to offer specialised services to government, industry and non-government organisations around Australia. Don's research skills and innovative planning and design methodologies help his clients develop and implement programs and policies to achieve positive economic, social and environmental outcomes in landscape and resource management. Don has over 25 years' experience nationally in the agriculture, natural resource management, national parks, forestry and mining sectors. Don, his wife Keryn and their four children own and operate Black Ridge Farm at Milabena; a vertically integrated business, supplying free-range pork, lamb and goat meat directly to consumers and the hospitality sector.

“ [The TLP] exposed me to many wonderful Tasmanians doing exceptional things and gave me confidence that this State has a bright future. ”



The TLP has been a significant event in my life. I entered the program at a critical point in my career and life-path. Our farm business had grown rapidly and was consuming much of my time. I was missing the intellectual stimulation of my research work and the creative reward I gain from applying my design and problem-solving skills. My life was out of balance. I needed direction and I needed to build my self-confidence. The design of the TLP ensured that my needs were almost immediately met and then built upon throughout the year. It equipped me with new skills and reinforced the skills I already had. It also exposed me to many wonderful Tasmanians doing exceptional things and gave me confidence that this state has a bright future. It gave me the confidence to believe in myself and to speak up for what I believe in.

I had an epiphany on the way home from the last residential at Cradle Mountain, when I stopped to go fishing. I realised that every chapter in life is like fishing a stretch of river. There are deep holes and rapids to navigate as well as smooth waters that are easier to wade. It is important to take time to reflect sometimes: Are we using the right gear? Are we even in the 'right' river? The TLP has given me that perspective and has equipped me with more tools and skills to enable me to better fish the deeper holes and to navigate the rapids without tripping up. It has also made me realise that fishing alone isn't always best. Surrounding yourself with capable fishing buddies can be so much more productive and fun. I will use my improved leadership skills and confidence to be a better guide through the rivers of life.

James VERSTEEGEN

Business Partner, Finance

AUSTRALIAN RED CROSS SOCIETY

James Versteegen relocated to Hobart in June 2009 to join Australian Red Cross as the Finance Business Partner for Tasmania. For James, this was not only an opportunity to work with the world's most recognisable brand, but also the opportunity to expand on his career in community-focussed organisations (that in the past has also included the health, education and local government sectors). James has a passion for customer service excellence, providing outstanding administrative and corporate support, based on his career and personal experiences to date, and has a reputation for being a quiet achiever.

I was keen to develop my leadership skills and, having heard good things about the TLP, I was eager to participate in the program. The program delivered much more than I was expecting on both professional and personal development and I have no doubt will continue to do so as the networks and opportunities continue to open up for me. My professional and personal growth throughout the year has been noticed by friends, family and work colleagues. The program was well balanced throughout the year, with the Residentials being well paced and well placed around this beautiful State of ours. The natural surroundings at the Residentials certainly lent well to the learning and sharing environment that I think we all experienced. I feel privileged to have had exposure and access to the quality speakers at each Linking Session, including some amazing Tasmanians who shared their experiences and expertise so generously.

I was genuinely amazed at the willingness of all participants to share so openly and honestly within the safety of the group from our very first meeting. I feel I can call on any one of my TLP group for support in the future. I now have a smorgasbord of leadership tools and models available for my use, and the program has increased my awareness and understanding of the way behaviours and personalities, including my own, impact us all. I am now more confident in my own abilities to take the lead. The project component of the program makes perfect sense from a learning perspective and I am looking forward to the success of my Learning Set Project. I am keen to participate in the activities of the Tasmanian Leaders Alumni, expanding my networks further and seeking opportunities to raise the profile of my organisation, Tasmanian Leaders and myself.



JAMES VERSTEEGEN

“ My professional and personal growth throughout the year has been noticed by friends, family and work colleagues. ”





Ainstie WAGNER

Executive Chef

OFFICE OF THE GOVERNOR

Ainstie Wagner is the Executive Chef at Government House, Tasmania. She has returned for a third time to this role with an ever-increasing passion for supporting local business and for ensuring that Government House best represents Tasmania at the highest standard to world leaders, diplomats, royalty and the general community. Each year, the Government House kitchen hosts around thirty work placement students and teachers undergoing professional development. Ainstie is looking forward to cascading her learning to these students, her work colleagues and utilising them within the community. 2015 will provide Ainstie with the opportunity to use and further hone her leadership skills in the role of President Elect for the Rotary Club of Salamanca.

I had thought about applying for the TLP for several years but something held me back. I felt that my lack of formal schooling put me at a disadvantage but the more I heard about the program, the more it excited me and the more my supportive husband encouraged me and I soon realised I had to have a go. I knew I needed to be provoked, stimulated, motivated and ultimately energised, both personally and professionally. I couldn't have had a better opportunity to do this than undertaking the TLP. How refreshing to hear from self-made people, talking honestly about their journeys, about 'just getting on with it', having the strength of your own convictions, ignoring the naysayers and having a belief in the people you work with and what Tasmanians can achieve. How deeply moving it was to have face-to-face conversations with people who through immense adversity and discrimination found it in themselves to still have a great compassion for others and retained their desire to contribute to the Tasmanian community.

I have been in awe of the commitment given to us as participants by the speakers during the year. All have given so much of their knowledge and experience, all pro bono, and delivered in such a willing and generous spirit. Likewise, even after eight years, facilitators Brian Lewis and Gillian Biscoe presented to us as if it was as new and exciting for them as it was for us. How gracious and generous they were. I have also very much enjoyed sharing and consolidating my TLP learnings in my workplace. I regularly met with my employer following the Residentials and Linking Sessions and he always had such respect, enthusiasm and encouragement for my ideas, which has only further fuelled the fire in my belly.

Within my Learning Set I am deeply gratified that I will have the chance to make a small difference to youth education. I am humbled by the group's support and friendship and by the unselfish sharing of ideas between the six diverse personalities that comprise our Learning Set. It has been a great year and I am ready for 2015 and beyond. Watch out Tasmania!

“ I needed to be provoked, stimulated, motivated and ultimately energised, both personally and professionally. I couldn't have had a better opportunity to do this than undertaking the TLP. ”



Naomi WALSH

Corporate Services and Finance Manager

VENARCHIE CONTRACTING

Venarchie Contracting is a privately owned leader in the civil and road construction industry in Tasmania. Naomi commenced as financial controller in 2008 and completed a Master of Business to broaden her skill base and enable her to influence the success of the business more broadly. Naomi contributes to the Civil Contractors Federation (CCF Tas) Board, actively promoting the interests of the industry. With interests in sport and design, she has matched her skills to community and industry organisations in the areas of treasury, corporate governance and risk management. She is a founding mentor in the University of Tasmania Alumni Career Mentoring program, now heading into its fifth year. Naomi was recently appointed to the Board of Design Tasmania. She values the support received from her husband and daughters in achieving balance across family, interests and her career.

I feel privileged to have been a participant in the Tasmanian Leaders Program. I sometimes find it difficult to articulate the specific benefits of undertaking the program to others. A peer recently expressed an interest in applying for Tasmanian Leaders on the basis of how impressed they were by my growth as a leader in the past twelve months, which caused me to reflect on how transformative this year has been. Every session was rewarding and the speakers were outstanding in terms of their generosity, honesty and inclusiveness. The program was inspiring on a strategic level, and yet there were many discreet learnings that struck a chord or could be put to immediate use. The relationships formed within the group are highly valued. I would have no hesitation talking through confidential matters based on our shared experiences and the discussion would be insightful, and the feedback honest.

During 2014 I have gained breadth and depth in my knowledge of the issues and opportunities for Tasmania. The program has increased my capacity to make a tangible contribution and I feel optimistic that together with the other highly motivated participants we are well equipped to achieve outstanding results for Tasmania. The foundation of my career is through a finance background. Looking to the future, I plan to build on this with management and leadership roles in both my profession and contribution to community. The Tasmanian Leaders Program has given me the awareness to pursue these goals with confidence. In the immediate future, I am excited by our Learning Set project to deliver a literacy evaluation project for 26TEN.



NAOMI WALSH

“ The program was inspiring on a strategic level, and yet there were many discreet learnings that struck a chord or could be put to immediate use. ”





Vani WELLING

Operations Manager

NRM SOUTH

With a diverse cultural background spanning South Africa, Canada and Australia and extensive travel experiences, Vani Welling has developed a commitment to community and a passion for helping people and businesses be the best they can be. This passion, combined with the skills and ability to effectively connect strategic direction with marketing, communications, people management, operational excellence and a belief that diversity results in more successful outcomes, has seen her excel in senior roles. Following a successful career in marketing and communications in Toronto, Canada, Vani resettled in rural Tasmania in 2000. Since then, she has utilised her skills to benefit the Natural Resource Management (NRM) sector, firstly with Landcare Tasmania and now as Operations Manager with NRM South where she has been since 2008. She has also been dedicated to supporting an Aboriginal land management social enterprise to start up and become sustainable, and she is now exploring further opportunities for social enterprise development in Tasmania.

“ The TLP has given me the ability to lead with greater self-confidence and better understand my power to influence and create change, as well as recognise the value of my contribution. ”



My TLP experience over the past year has been incredibly rewarding, if at times both personally and professionally challenging, as I juggled all the commitments of a young family and work with professional development. The TLP format created a supportive environment to develop new networks and relationships, build self-awareness, to share experiences and learn together, and it provided me with a toolkit and framework to take my learnings forward. Taking time out for the monthly Linking Sessions enabled me to be more effective in my workplace as I enjoyed adapting, using and sharing many of the tools and found myself coming up with new ideas and opportunities to explore. I learned early on in life that we choose how we allow our experiences to inform our future and that operating outside our comfort zone creates many more positive opportunities and new relationships. The TLP has reinforced that belief and created the space for me to become the best version of myself and make a difference.

Through exposure to so many sectors, people, places and businesses across Tasmania, combined with professional development, networking and time for deep personal reflection, the TLP has given me the ability to lead with greater self-confidence and better understand my power to influence and create change, as well as recognise the value of my contribution. I now have a much greater insight and appreciation of the issues facing Tasmania today and into the future, a network of fantastic people, and a framework for lifelong learning, development and growth. I look forward to the challenge of applying what I've learnt, strengthening my relationships with the talented Tasmanians I've met and working with them and others to shape the future of our community.

Thomas WINDSOR

Managing Director

COVERALL SECURITY

On entry into the program Business Development Manager, Mures Fishing

Placement sponsored by Mures Fishing

Following a brief stint as a lawyer, Tom commenced a career that has seen him work across a range of small and medium-sized enterprises. Working with News Ltd as Strategic Business Manager at the Mercury, Tom worked on the commercialisation of 'themercury.com.au'. A desire to work in small business led to a new role as Sales and Marketing Manager for PanLogica, where he travelled to the largest salmon farming markets of Norway, Canada and Scotland to develop the start-up software company. His love for fish landed Tom the position of Business Development Manager for Mures Fishing, where Tom rebranded the iconic Mures Tasmania and built sales. His passion for the Tasmanian economy has seen him now become the part owner and Managing Director of Coverall Security. Tom has also captained a Movember team, the Mobart Mo Bros, for the last nine years.

The calibre of both participants and guests to the program has been exceptional. The professional relationships and friendships among participants has expanded and enriched my network of passionate and talented Tasmanians. The program has been a fantastic opportunity to gain insights into some great Tasmanians and world leaders in their own right. Inspirational.

A key message from our exploration into innovation in rural communities that has stuck with me is that one of our strongest advantages in Tassie is that we are small enough to collaborate and work together to make the changes we desire.

I was surprised by how beneficial I found the self-exploration exercises. Becoming more self-aware of my strengths and shortfalls will continue to help me become a better team member, employer, manager and leader. The TLP has helped to provide me with the confidence to pursue a long time professional goal of running my own business.

Simply being a part of the TLP, a group who have taken responsibility to improve themselves so that they can improve their state, is motivation enough to keep on striving. I look forward to the challenge of honouring that pledge.



THOMAS WINDSOR

“ ... in Tassie ... we are small enough to collaborate and work together to make the changes we desire. ”



2014 LEARNING SET PROJECTS

PATHWAYS TO COMMUNITY CONNECTIVITY

Members: MARTIN ANDERSON, ANNA BALMFORTH, CRAIG EMMETT, BEN HART, CLAIRE JONES, TOM WINDSOR.

Project Vision: To enable greater community connectivity for Queens Walk residents by facilitating a safe and convenient physical pedestrian link from the residential development to the Cornelian Bay foreshore reserve.

Project Update: Queens Walk is a social housing development located within Hobart's Cornelian Bay precinct. The site (formerly known as Stainforth Court) was recently redeveloped by Housing Tasmania and provides 84 affordable housing units for low to moderate income tenants. Although works were undertaken to improve amenity of the public spaces on-site, issues of budget and coordination of multiple land owners prevented a physical link from the site to nearby Cornelian Bay being established. Without this link, residents of the Queens Walk facility are left disconnected to valuable public amenity, or are forced to put themselves at risk by walking or cycling down a narrow gravel verge on the connecting road.

The aim of our project is to address this lack of connection by facilitating construction of a footpath, which would achieve greater access to the local community and safer opportunities for physical exercise, among other benefits. To date, initial engagement with key stakeholders has overwhelmingly confirmed the need for this project.

The skill set of our project team has the capability to produce concept design and planning documentation required to progress a feasibility report for the footpath through Hobart City Council's Public Infrastructure Committee. This work would raise the profile of the project's need with Council (the landowner) and if the project is accepted by the committee, would result in it being included on Council's new public works program for implementation.

Preliminary work has been undertaken on the feasibility report and concept design, and the full report is scheduled to be presented to Council at their March 2015 Infrastructure Committee Meeting.

SUPPORTING PARENTS INVOLVEMENT IN YOUTH CAREERS (SPIYC)

Members: LOLA COWLE, GLEN O'KEEFE, ANYA READING, PETE SMITH, AINSTIE WAGNER, VANI WELLING

Project Vision: To positively influence retention rates in schools and vocational training, by providing parents with support and information on career pathways, directly, through a major local employer.

Project Update: The SPIYC (pronounced *spike*) project aims to support parents, or any carer or other community member, assisting young people with their career choices. We are partnering with Colony 47, a Tasmanian based organisation that provides integrated services to individuals and families in the areas of housing, skills development, employment and relationship building. We will deliver a pilot program, tailored to youth career pathways in Tasmania. Our point of difference is delivery through a major employer in an area with a high proportion of manual workers. Provisionally, this will take place over several lunchtime sessions. The employer will have the opportunity to directly promote practical engagement between generations of the workforce within local communities. SPIYC is a pilot program that:

- is currently delivered in Victoria, via schools and community centres, through a similar program with proven success
- informs parents and community members of educational and training opportunities
- provides information on new career pathways in 21st century Tasmania
- improves resilience of families with young adults to changing circumstances

Colony 47 will monitor the implementation and delivery of the SPIYC pilot program with a view to exploring the option to develop a long term program based on this novel, employer-delivery model.



ADULT LITERACY IN TASMANIA: EVALUATING THE 26TEN 'STEPS' ACTIVITY

Members: ANTONY DECK, ALISON LAI, M'LYNDA STUBBS, MIKE THOMSON, JAMES VERSTEEGEN, NAOMI WALSH

Project Vision: Concerned by the proportion of Tasmanians disadvantaged by low literacy skills, the Educationalist Learning Set will evaluate the 26TEN 'Steps' activity to ultimately contribute to improved literacy outcomes.

Project Update: The Tasmanian Government launched the Tasmanian Adult Literacy Action Plan (2010-2015) in 2010 as a commitment to increasing adult literacy levels in Tasmania. 26TEN was created to raise community awareness and understanding of adult literacy, mobilising Tasmanian businesses, government and community in a whole of community campaign to implement strategies to combat low literacy. The aim is to increase the proportion of Tasmanians with the literacy skills needed to meet the demands of everyday life, in their families, communities and workplaces.

The Educationalists Learning Set approached 26TEN to explore opportunities to contribute to their goals.

The Manager of 26TEN was inspired to develop an alternative to traditional presentation formats. The result was the 26TEN 'Steps' activity, a powerful action-learning experience which 'steps' participants through the literacy stories of real Tasmanians. It is aimed at raising awareness in individuals with literacy skills by emphasising the barriers experienced by those who do not, and provides opportunities for them to meaningfully contribute to the literacy challenge.

The Educationalists will undertake an evaluation of the 'Steps' activity aligned with the Tasmanian Adult Literacy Action Plan, including both the literacy coordinators delivering the activity and participants undertaking it. Participants will be surveyed pre- and post-participation to determine their awareness and impact of the activity.

The contribution of the Educationalists' skills and resources to complete a formal evaluation is highly valued by 26TEN. Feedback from the evaluation will be incorporated into the 26TEN annual report and recommendations will contribute to the continuous improvement of the activity.

THE WELCOME DINNER PROJECT – TASMANIA

Members: SHAWN LEE, ALICE PERCY, ANDREW PITT, MISTY SANDERSON, SCOTT SCHILG, DON THOMSON

Project vision: To create a socially inclusive Tasmanian community by connecting people from all backgrounds and cultures through a shared meal.

Project update: The 6of8 Learning Set bonded through a shared connection to food and it was important to us that our community project reflected this bond. We took heed of the advice "small enough to do; large enough to matter" and identified a grass-roots cultural initiative that had already been established in Sydney. The Welcome Dinner Project connects newly arrived people and established Australians through pot-luck shared dinners, creating a platform for meaningful connection and sparking friendships between people of diverse cultures. Newly arrived people include migrants, refugees, asylum seekers and international students.

Our project aim was to launch the Welcome Dinner Project in Tasmania and ensure its long-term sustainability. To help access new Tasmanians and deliver the project state-wide, we brokered a partnership between joiningthedots, the Migrant Resource Centre Northern Tasmania and the University of Tasmania. The MOU of this partnership establishes a project steering group with representatives from each organisation as well as two members of the 6of8. In November 2014, we held the first Welcome Dinner at UTAS Newnham Campus, successfully launching the program in Tasmania. We also hosted facilitator training sessions in Launceston and Hobart. These activities were made possible by the generous seed funding contributed by UTAS and joiningthedots.

We kicked off 2015 with our first Hobart Welcome Dinner in early January and our focus for project sustainability is now to raise funds to support a part-time Tasmanian project coordinator. For current updates, visit <https://www.facebook.com/WelcomeDinnerProjectTas>.



EMPLOYER TESTIMONIALS

Employers reflect on the impact of the program on their staff, colleagues and organisations.



For the board of the Tasmanian Community Fund, Lola Cowle's participation in the TLP 2014 has been an opportunity for

her to extend her established personal and organisational strengths, to expand her networks, and to recognise more clearly what makes Tasmania both connect with the world and set itself apart. Lola works in a very small team, but her job brings her into daily contact with many organisations of varying capacity, and what she has learnt from the TLP will help her manage and develop those relationships which are key to her role. The Board confidently expects that Lola's contributions to the 2014 program will have benefited all those who have been fortunate to participate with her.

LYNN MASON – Chairwoman,
Tasmanian Community Fund



Dr Alice Percy was identified as an emerging leader in the University of Tasmania, Research Division. In a short period of time, the

TLP has helped accelerate Alice's leadership skills and experiences. Alice has benefited both personally and professionally from her involvement in the program. She has embraced the learnings it has provided and has made a conscious effort to implement them in her daily life. We look forward to seeing Alice continue to grow, develop and fulfil her personal and professional goals and ambitions.

NIGEL BLUNDELL – Deputy Director Research Operations, Office of Research Services, Research Division, University of Tasmania



The Tasmanian Leaders Program has offered Vani Welling the benefit of connections beyond our environmental sector, exposure to new

ideas and concepts and the opportunity to build valuable new networks. I believe it has challenged her thinking and developed her skills in concept development and planning. It has added depth to her role with NRM South as Operations Manager and given her knowledge and experiences that will assist in her career development into the future. I am very pleased for her to have been a participant.

DONALD COVENTRY – Chief Executive Officer,
NRM South



I had no hesitation in endorsing Ainstie Wagner's application to participate in the Tasmanian Leaders Program in 2014. This

was because the program sets a high standard for its participants; and because Ainstie – Executive Chef at Government House Tasmania – sets very high standards for herself in everything she does. I therefore was of the opinion that she would inevitably benefit from the challenges of the program, and that she might well bring something to it from her own experience.

In my discussions with Ainstie as the year progressed, it became clear that the program was a great match for her, both professionally and personally. Her enthusiasm, energy, ability to think laterally and high-end culinary skills are now joined by an additional level of leadership commitment, thanks to the program, which will benefit Ainstie personally, Government House Tasmania and the Tasmanian community more broadly.

DAVID OWEN – Official Secretary,
Government House, Tasmania



The growth in her confidence, professionalism and networks has seen Misty Sanderson achieve much over the last

year through the Tasmanian Leaders Program, including securing a new job. We also know she loved every minute of it. As her sponsors for the 2014 program, through Jenny Edis and Harvest Launceston Community Farmers Market, we have been delighted to see her not only develop her links within the community but use them to create ongoing collaborations that would not have happened otherwise for Harvest Launceston and grower group Sprout. A successful conference in the Coal River Valley that inspired growers from around the State was just the beginning, we know she will always be a part of the energy behind the scenes at Harvest. Securing her new position within Business Events Tasmania was made possible through the skills and networks she acquired through the TLP 2014 program, we wish Misty all the success in the world, she deserves it!

KIM SEAGRAM – President, Harvest Launceston
Community Farmers Market

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



THANK YOU

Tasmanian Leaders wish to thank the following organisations and individuals for their work and support in 2014.

FINANCIAL SUPPORTERS OF 2014 PARTICIPANTS

Australian Red Cross
Department of Premier and Cabinet
Department of State Growth
Heritage Tasmania (Department of Primary Industry, Parks, Wildlife and Environment)
Housing Tasmania (Department of Health and Human Services)
Hydro Tasmania
Ionata Digital
Landscape & Social Research Pty Ltd
Mures Fishing Pty Ltd
Neil Pitt's Pty Ltd
NRM North
NRM South
Office of the Governor
Petuna Seafood
pitt&sherry
Relationships Australia
Tasmanian Community Fund
Tasmanian Early Years Foundation
Tasmanian Health Organisation – North
University of Tasmania
Venarchie Contracting

TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

RUTH FORREST TLP 2011 – Chair
ANDY VAN EMMERIK TLP 2010 – Deputy Chair and Congress Convener
MELINDA THOMAS TLP 2011
BRENDAN CHARLES TLP 2009

Until July 2014

BRENDAN CHARLES TLP 2009 – Chair
STUART WIGGINS TLP 2009 – Deputy Chair
MARTHA ROBSON TLP 2011 – Secretary
IAN ADAMS TLP 2011 – Treasurer
JILL MAXWELL TLP 2011
MATTHEW HUBBARD TLP 2012
ROSALIE MARTIN TLP 2012
WAYNE JOHNSON TLP 2007

From July 2014

SUE ROBERTSON TLP 2012 – Treasurer
REBECCA GREENWOOD TLP 2013
ANDREW KIDD TLP 2013
JANE FORREST TLP 2012

TLP 2014 PARTICIPANT SELECTION

JANE BENNETT
AMANDA CASTRAY
ANGELA DRIVER
SAM IBBOTT
RICHARD INGRAM
ANTHEA PRITCHARD
TED ROSS
KACEY RUBIE
MICHAEL SIMS
GINNA WEBSTER
STEVE WILLING
ROB WOOLLEY

TLP 2013 VOLUNTEER EXECUTIVE COACHES

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

Also special thanks to those who contributed photography including Jack Robert-Tissot and Andrew Pitt. Graphic design by Poco People.



TLI BOARD MEMBERS



MS ANTHEA PRITCHARD – CHAIR AND PUBLIC OFFICER

Anthea is the General Manager of the Salamanca Wharf Hotel, a boutique apartment hotel in Hobart, owned and developed by Anthea and her husband

in partnership with the Giameoses. 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. 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 J. Boag & Son. She is a Fellow of the Australian Marketing Institute, and was awarded Tasmanian Marketer of the Year in 2007. She is also a Board member of the Big Monkey Theatre Company.



MS SHONA BESWICK – BOARD MEMBER (UNTIL JULY 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.



MS GILLIAN BISCOE – BOARD MEMBER

Gillian is Executive Director of the Bellettes Bay Company Pty Ltd, is on the Tasmanian Government's Honour Roll of Women, 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 been Secretary of two government departments and held several chief executive positions. Gillian now consults locally, regionally, nationally 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. Gillian works with Brian Lewis co-designing and co-facilitating the TLP Residentials.



MR MARK KELLEHER – BOARD MEMBER

Mark is the Deputy CEO of the Antarctic Climate and Ecosystems Co-operative Research Centre (ACE CRC). Prior to this, he was the Secretary of the Department of Economic Development, Tourism and the Arts

from May 2009 to April 2014. As part of this role he was a Director of the Tasmanian Development and Resources Board, the Tourism Tasmania Board, and the Tasmanian Infrastructure Advisory Council. 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 twelve 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.



MR BRIAN LEWIS – BOARD MEMBER

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.



**MR JOHN PERRY –
DEPUTY CHAIR**

In January 2015, John was appointed the Tasmanian Coordinator General, whose office is responsible for attracting investment, facilitating major projects and reducing the regulatory burden for

business in the state. Before returning to Tasmania for this newly established role, John was based in New York as the Commercial Lead for the Atlantic Joint Business between American Airlines, British Airways, Iberia and Finnair. Prior to New York, John managed Europe Business Planning for American Airlines based in London, having joined the airline on their fast track leadership program following completion of his MBA at the University of Cambridge in 2009. 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 that career transition, he was a senior corporate transactions lawyer with a 'top-ten' London-headquartered international law firm having earlier been a partner with a large Australasian firm. John co-founded and was the inaugural Chair of Tasmanian Leaders for eight years before stepping back a little in 2014 and becoming the Deputy-Chair. He 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.



**MR DAVID SADLER –
BOARD MEMBER
(UNTIL JULY 2014)**

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 taken on the role to develop the Barrick Regions strategy for corporate social responsibility.



**MR MICHAEL SIMS –
BOARD MEMBER
(FROM JULY 2014)**

Michael has spent the last ten years applying his training, auditing and management experience in the health sector to facilitate positive social and economic outcomes.

Michael's practical experience is balanced by his Bachelor's Degree in Commerce, Certificate IV in Training and Assessment and a Master of Business Administration from the University of Tasmania. To maintain his critical thinking skills Michael has returned to the University of Tasmania where he lectures within the Tasmanian School of Business and Economics. Michael is a graduate of the 2010 Tasmanian Leaders Program. He has a strong sense of social responsibility and maintains a high level of community activity through Skillsbank, Thinkbank and as a member of the Wellspring Anglican Church Parish Council.



**MS GINNA
WEBSTER –
TREASURER**

In October 2013 Ginna was appointed Deputy Secretary – Administration of Justice, Department of Justice after almost 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 eighteen 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.



**MR ROB WOOLLEY –
BOARD MEMBER**

Rob is Chair of Bellamy's Australia Ltd, a publicly listed organic baby food company based in Launceston, Tasmania. Rob is also the Chair of Tandou Limited, a publicly listed, water investment and agri

business, based on the Murray Darling river system. His other board roles are as Non-Executive Director of: Freycinet Coast Financial Services Ltd, a Bendigo Community Bank on the East Coast of Tasmania; and Forestry Tasmania, a Tasmanian Government Business Enterprise. Rob's previous roles include: Chairman of the Tasmanian Forests and Forest Industry Council; Managing Director of Webster's Ltd a listed agri and horticultural company; and a partner in Deloitte.

TASMANIAN LEADERS ALUMNI SUB-COMMITTEE UPDATE



Congratulations to all the graduates of the 2014 Tasmanian Leaders Program. I am sure the amazing journey you have just undertaken has been both very challenging and rewarding. We warmly welcome you into the Tasmanian Leaders Alumni (TLA) and look forward to

your ongoing engagement with this inspiring group of Tasmanians. Whilst the ever-growing TLA membership is diverse in terms of background, location, demographics, skills and experience, we all share a common purpose and desire: to make Tasmania a better place to live and work. We can and will achieve this, as we participate personally and professionally in this great State's future.

The TLA was formed following the graduation of the first TLP group in 2007. Then, as now, it was formed with the aim of sustaining the involvement of graduates in ways which complement the aims and objectives of the program and provide ongoing opportunities for professional and personal growth.

Last year, the TLA Sub-Committee, supported by the TLI Board, revised the TLA membership structure and introduced a tiered membership for 2015. This ensures that every graduate automatically becomes a member of the TLA and will receive member benefits and opportunities. Those who choose to also become financial members are able to access additional networking, professional and personal development opportunities at reduced, and in many cases no cost. Importantly, financial membership directly enhances our capacity to provide and facilitate member benefits and more easily and actively engage with the membership.

Opportunities for participation in community leadership and meaningful engagement with policy makers in government are also provided through the work of the Alumni. These opportunities not only enable an ongoing involvement in Tasmania's future, assisting in fulfilling the vision of Tasmanian Leaders, they also provide ongoing engagement and networking with other TLA members.

The current Alumni Sub-Committee comprises Ruth Forrest, Andy van Emmerik, Jane Forrest, Sue Robertson, Brendan Charles, Melinda Thomas, Rebecca Greenwood and Andrew Kidd. I sincerely thank the members of the current and past sub-committees who continue to work hard together to ensure all members receive value from their membership. I also wish to thank the many Alumni who are not members of the Sub-Committee but continue to support the work of the TLA. There have been many who, during the year have given their time, expertise and ideas to assist and enhance the work of the Sub-Committee as we coordinate a range of activities throughout the year.

This past year, we have again provided the successful 'Lunch with a Leader' series in Hobart and Launceston that has been financially supported by St.LukesHealth. I acknowledge and thank St.LukesHealth for their

generous support. In 2015, we will be extending this series to the North West with a minor variation. We have some very interesting speakers lined up in the North West for 'Breakfast with a Leader' and encourage NW Coast graduates to maximise their member benefits by attending these events. LWAL and BWAL are less formal events but great networking opportunities as well as being very informative and interesting. I would like to sincerely thank those who coordinate these events: Andrew Frost and Jane Forrest in Launceston; Louise Mills and Lucinda Szczypior in Hobart; and in 2015, Cheryl Fuller and Sue Robertson in the North West.

Another thank you must go to Government House Official Secretary, David Owen and his team for hosting a wonderful event in November at Government House. Only a few days after we enjoyed the kind generosity of His Excellency Lieutenant Governor Chief Justice Allan Blow OAM in hosting Tasmanian Leaders' Southern Networking function on November 14, some of our graduates were then treated to another visit entailing a tour of Government House and its stunning grounds, followed by a light lunch. It was a special day and such a privilege to get a behind the scenes glimpse at operations at Government House, especially in the immediate wake of President Xi Jinping's visit to Tasmania.

I also offer my sincere thanks to our wonderful team at the Tasmanian Leaders office – Natalie Hayes, Angela Driver and Shona Beswick for their commitment and support for all areas of TLA activities.

Our major annual event is the Tasmanian Leaders Alumni Congress. This two day event provides an opportunity for graduates to connect and reconnect with other TLA members, undertake varied professional and personal development and expand their knowledge in a range of areas. In 2014, for the first time, the Congress was held in Burnie at the Cradle Coast Campus of UTAS. The event was a great success and was preceded by a fantastic field trip along the North West Coast. I acknowledge and thank Andy van Emmerik, Congress Convenor, for all the hard work he put into the delivery of the Congress, ably supported by a small team of dedicated assistants. The Congress included presentation of the 2013 TLP Learning Set Projects and a networking function kindly sponsored by Grange Resources. It also included the announcement of the 2014 Tasmanian Leaders Alumni Leadership Award winner, which this year was Celia Bray (TLP 2008). This award was jointly sponsored by was TLA and Regional Development Australia Tasmania and I thank CEO Craig Perkins, a TLP 2008 graduate, for the generous sponsorship of this award.

In October, the Alumni again hosted a highly successful *Dinner with the Premier*, with Hon Will Hodgman MP, in Hobart. Twenty five guests including TLA members and members of the Tasmanian Leaders Inc. Board attended the event held at the Henry Jones Art Hotel. The Premier delivered a pre-dinner presentation based around his views on leadership and his vision for Tasmania. This was followed by a lively facilitated two-way conversation between the Premier and dinner guests, exploring the current issues facing Tasmania

and looking at how some of these important areas could be addressed. The role of the TLA in engaging in ongoing conversations regarding Tasmania's future was also discussed. I thank Mr Mark Thomas for his excellent facilitation skills during this session which enabled many areas to be explored in an open and engaging manner.

Since the *Dinner with the Premier* event, the Chair of TLI, Anthea Pritchard and I have continued discussions and communication with the Premier and his office, exploring ways in which the Government can access and utilise the wealth of knowledge and experience that the TLA has to assist in positively progressing Tasmania. Initially the TLA has been working on a Thinkbank project to provide input into the review of the *Education Act 1994* which flows from the work undertaken in the 2013 Thinkbank program. This body of work and the ongoing liaison with the Premier's office and other Ministers is an important demonstration that the TLP Alumni is a voice that is respected and recognised by Government and the community. TLA is being recognised as a source of thought leadership with diverse expertise and experience that can assist in the development of policy and enhance Tasmania's future.

In 2015, the Sub-Committee will continue to engage with the membership through our email updates, St.LukesHealth Lunch with a Leader series, the 2015 Congress in Hobart and our networking functions. In addition, we look forward to delivering some new events, including the introduction of the Lunch with a Leader concept to the North West Coast, with four Breakfast with a Leader events. 2015 will also see the Sub-Committee finalise the governance review; review the strategic direction and future of the TLA; and also work with Julia Curtis (TLP 2007) to initiate a TLA funded scholarship to assist at least one Tasmanian per year undertake the Tasmanian Leaders Program.

I welcome the graduates of the 2014 Tasmanian Leaders Program to the Tasmanian Leaders Alumni. All should feel proud of the personal and professional growth and achievements that have been part of this exciting year. Rest assured, this is not the end but rather another beginning, and there will be many more growth opportunities. The Tasmanian Leaders family will support and encourage the future opportunities that present to each and every one of us as we grow and continue to contribute to the future of Tasmania and the broader Tasmanian community, in big as well as small ways. Together we can and will make a difference.

RUTH FORREST
Chair, Tasmanian Leaders Alumni Sub-Committee



THINKBANK

Thinkbank is a forum which engages Tasmanian Leaders Program 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 learned 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, 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.

Response to the Discussion Paper on the Review of the Tasmanian Education Act

In 2013, Tasmanian Leaders conducted a Thinkbank event which took a deep-dive into some of the issues in our education system which are contributing to the lower-than-national-average educational outcomes that Tasmania is currently yielding. The event included over 20 hours of consultation and conversation with experts in various fields of education; a research project undertaken by all 12 participants which required them to interview at least three stakeholders each; and a collaborative writing exercise which culminated in a paper which outlined the learnings, notable case studies and recommendations of the group. In order to further enhance the impact of the 2013 Thinkbank, some members of that group, along with some other graduates, went on to compile a response to the Tasmanian Government's *Discussion Paper on the Review of the Tasmanian Education Act* in 2014.

The strength of the 2014 Thinkbank group of five lies in the diversity of their backgrounds and experience in education, business and community activity. Completely different in methodology to previous Thinkbanks, this one focused on collaborative writing technique which largely took place by correspondence. Each participant was asked to submit written responses to the questions in the paper they each felt most strongly about. They then used a communal file online to read and build upon each other's ideas and perspectives and over a five week period generated a comprehensive document addressing 26 out of the 34 questions posed in the discussion paper.

The participants in this collaboration were:

ROSALIE MARTIN TLP 2012 – Owner, Speech Pathology Tasmania

ANDREW MOORE TLP 2009 – Substantive School Principal

SUZANNE PURDON TLP 2010 – Centre Leader, Derwent Valley Child and Family Centre

TED ROSS TLP 2008 – Then: Senior Development Engineer; now: Manager Design Services – Project Services Group, Hobart City Council

ANDY VAN EMMERIK TLP 2010 – Business Development Consultant and Engineer

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.

2014 Skillsbank projects have seen a specific focus on mentorships and board/committee positions for organisations such as Big Monkey Theatre, Speak Out, Lifeline, Veranto and a fledgling migrant leadership program called YoungMile. We also continue to match previous TLP graduates and Leadership Champions with new graduates in a mentorship capacity.

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 St.LukesHealth 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 2014 Tasmanian Leaders Program graduates into the Skillsbank fold.

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.

2013 TLP GRADUATION DINNER

The 2013 TLP Graduation Dinner was held at the Henry Jones Art Hotel in Hunter Street, Hobart on Saturday, February 22.



GRADUATES ON THE GO

It's been a busy year of achievement, change and growth for the graduates of the Tasmanian Leaders Program. Here is just a snapshot of what some have been up to in 2014 and how they think the TLP has shaped their choices and pathways.



TIM BISHOP
TLP 2007

Consultant
ahadesignthinking

2014 has been an interesting year of change for Tim. He did some contract work for J. Boag & Son, improving operational efficiency and throughput in one area of their packaging operation. He also spent six months working on creating value using Lean Six Sigma methodology, which prompted him to participate in a LSS Green Belt course through the University of Technology Sydney.

The TLP has given me the confidence to extend myself outside my comfort zone. Being able to translate strategy into action, and understanding that you can lead from any level of an organisation and within your family unit has been a life changing learning. The friendships and networks developed through the TLP and Alumni have provided me with an invaluable support network through-out my journey.



LIILA HASS
TLP 2008

Owner
Liila Hass
Naturopathy

Liila is currently in Masaka, Uganda with medical students from UTAS. They are focused on Malaria education and prevention, HIV screening and education, and also working with at-risk youth. The group has been sharing ideas with Australian government officials on how to improve conditions for both youth and the elderly.

I am thankful to the TLP for training leadership across a variety of sectors. I find that I am often working across multiple sectors simultaneously and having the background that the TLP provided is invaluable. I also appreciated the focus on community service and 'giving back', a value which has resonated with me throughout my personal and professional life.



LISA NELSON
TLP 2008

Project Officer –
Resource Strategy &
Industry Investment
Victorian
Government

Lisa moved from Tasmania to Victoria in November 2014 and is now working as a Project Officer - Resource Strategy & Industry Investment, with the Victorian Government in Melbourne. She also completed a Master of Arts in Ancient History in 2014, which included seven weeks of archaeological excavations in Spain and Israel during the northern summer.

The TLP has given me the ability to truly see things from another person's perspective. It gave me the confidence to take on new challenges and develop existing skills while learning many new ones. Most importantly, it gave me plenty of friendships and experiences to draw upon for the times when I have been faced with a challenge or situation that I've needed help to resolve.



BRENDAN CHARLES
TLP 2009

Executive General
Manager, Business
Excellence

After twelve years with Federal Group the opportunity to stretch into new fields of endeavour with another well respected Tasmanian organisation drew Brendan to the role of Executive General Manager, Business Excellence at RACT. In synchronicity with the TLI values and key to his desire to work with RACT was the very active and visible commitment that the organisation has to 'enhancing life in Tasmania'. Brendan's new leadership responsibilities span a broad portfolio including people and culture, business systems, finance, strategy and collaboration and risk management.

Once again, the value of the TLP network including guidance from a number of fellow graduates has been invaluable in taking this significant step in my career and I continues to utilise both the power of that network and the learnings from the program in my daily work.



STUART WIGGINS
TLP 2009

Chief Executive
Officer
Metro Tasmania

After extensive experience in logistics, transport and project management with the likes of Hazell Bros and VEC Civil Engineering, Stuart was recently appointed to the role of CEO of Metro Tasmania.

The TLP opened my eyes to the world, so to speak. It threw me into the mix, challenged my perspectives, rattled my cage and taught me how diverse Tasmania truly was. From a professional perspective, the program provided me with the self-belief and confidence to grow as a leader, to deal with challenging decisions and to step up in a time of need to lead a business through a critical transitional phase. These lessons and the TLP journey, I believe, have lead me to where I am today.



STEVE WILLING
TLP 2009

**Facilitator and Coach
Growth in Mind**

After ten years in organisational development at the Tasmania Fire Service, Steve has chosen to start his own business facilitating and coaching leadership and personal development. He has recently completed the 'Generating Transformational Change' program with Pacific Integral. This move is the realisation of a dream that Steve created during his TLP year.

The TLP helped me recognise that I had the ability to influence and that I just needed to step up and use it more. Since then, I've found my passion in presenting leadership sessions to the Tasmanian Leaders Program participants and other groups and in coaching.



SIMON CHANDLER
TLP 2011

**Asset and Infrastructure
Manager
Launceston Airport**

In early 2014, Simon left TasRail to become the Asset and Infrastructure Manager at Launceston Airport. He is overseeing the new entrance road and carpark development (almost complete), the runway overlay (about to commence) and design work in progress for a new retail extension within the terminal. Simon is also on the board of Speak Out Tasmania and has just signed up with the Black Dog Institute to help deliver the message of 'Breaking down depression and building resilience'.

For me, the ongoing TLP journey has helped me grow personally and professionally and given me the confidence to keep challenging myself professionally and also instilled a desire to play my part in making a better Tasmanian community.



JANE FORREST
TLP 2012

**Owner/Director
Manage More**

2014 was a turning point for Jane, as she took the leap from stable employment into private consultancy, establishing her own business, Manage More. Through Manage More, Jane aims to help organisations focus on their core business by providing support for other important areas.

The TLP alerted me to the fact that with the right attitude, learning and support, I have the ability to turn all my "what ifs" into reality. The learnings, skills and support networks gained from the TLP experience provided a rock-solid foundation which has facilitated the fulfilment of my long-term dream of launching my own consultancy business.



ELEANOR JAMES
TLP 2012

**Director
Walsh Day James
Mihal Ptya**

Alongside her busy legal career, Eleanor is currently diversifying her parents farming business through the establishment of a riding trail and equestrian centre. The property, Junction Farm, at Carrick, has been used for sheep and cattle grazing since the 19th century.

My experience with the TLP showed me the value of business diversification and also that a development which embraces recreation and natural environment values would be well received in the current Tasmanian business environment. It provided me with tools for managing a start-up business, and also with invaluable skills for working in groups, which are essential when contemplating going into business with family!



TIMOTHY MOSS
TLP 2013

**Associate Professor
(Education) & Deputy
Director, Teacher
Education
Swinburne University
of Technology**

Tim moved to Melbourne in January 2014 to take up a position as Associate Professor (Education) and Deputy Director of Teacher Education at Swinburne University of Technology. This role requires him to manage the operational aspects of teacher education programs and initiatives at Swinburne, as well as liaising extensively with local and national stakeholders and partner organisations.

The TLP facilitated this career development in several ways: it helped me recognise that my skills and knowledge were transferable and applicable beyond my immediate job; it helped me to better understand myself as a professional and as a leader, making me more open to new opportunities; and it gave me a significant 'toolkit' of strategies, models, and ways of thinking and communicating to draw upon in what was a challenging first year in a new position and location.

TLP GRADUATES

2007 (TLP I)

RENEE ANDERSON
General Manager
Pumphouse Point

JANINE ARNOLD
Chief Executive Officer
Carers Tasmania

TIM BISHOP
Consultant
ahadesignthinking

JULIA CURTIS
Principal
Curtis & Associates

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

MAREE FUDGE
Principal
RDS Partners Pty Ltd

KIROS HIRUY
Senior Consultant
RDS Partners Pty Ltd

CHRISTOPHER JOHN
Chief Executive Officer
United Synergies Ltd.

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

GLENN JOYCE
Proprietor
Glenn A Joyce

TOM LEWIS
Director
RDS Partners Pty Ltd

SUZANNE MARTIN
Veterinarian

ZACH MCARTHUR
Principal
Crowe Horwath

LOUISE MILLS
Deputy Director, State
Service Management
Office
Department of Premier
and Cabinet

IAN NELSON
Principal
Ian Nelson Consulting

JOHN RALPH
Sabbatical

SANDIE SILVA
Change &
Communications Lead
Hydro Tasmania

MICHELLE SWALLOW
Director
Leadership and Change
Consultants Pty Ltd

JASON UNWIN
Managing Director
Workforce Health
Assessors

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



2008 (TLP 2)

FIONNA BOURNE
Acting Manager, Policy
Department of Primary
Industries, Parks, Water
and Environment

SUSIE BOWER
Community & Economic
Development Manager
Dorset Council

CELIA BRAY
Consultant
Omni Consulting and
Coaching

VANESSA COX
Company Director
Necessary Group

MATT DUROSE
Community Development
Project Officer
Mission Australia

LILA HASS
Owner
Liila Hass Naturopathy

SAM IBBOTT
Director
Marine Solutions

NATASHA KEEP
General Manager
Business and Community
Pty Ltd

MARK MASON
Principal Analyst Planning,
Program Development
and Legislation
Department of Health
and Human Services

KATHERINE MIGUEL
Business Manager
Klimate Solutions

LISA NELSON
Project Officer –
Resource Strategy &
Industry Investment
Victorian Government

JOE O'BYRNE
State Manager Western
Australia
Lake Maintenance

BEN O'DONNELL
Manager Business
Development
Rio Tinto

CRAIG PERKINS
Chief Executive Officer
Regional Development
Australia - Tasmania

JOHN RANICAR
Managing Director
Ranicar Pacific Pty Ltd

TED ROSS
Manager Design Services,
Project Services Group
Hobart City Council

STUART SMITH
Executive Officer
Pathways Tasmania

GINNA WEBSTER
Deputy Secretary -
Administration of Justice
Department of Justice

2009 (TLP 3)

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

JAN BATCHELOR
Principal Network Leader
Department of Education

JANET CARTY
Manager Education and
Professional Development,
Ambulance Tasmania
Department of Health
and Human Services

AMANDA CASTRAY
Director Sense T
University of Tasmania

BRENDAN CHARLES
Executive General
Manager, Business
Excellence
RACT

LOUISE CLARK
Community Relations
Specialist
Bell Bay Aluminium

JANE CROSSWELL
Director of Business
Development
Cancer Council Tasmania

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
Principal
Department of Education

MEGAN MORSE
Director Corporate
Services
Tasmania Medicare Local

MARK PARSSEY
ICT Business
Development & IS
Integrator
Department of State
Growth

COREY PETERSON
Sustainability Manager
University of Tasmania

STEPHEN PIPER
Student
University of Tasmania

SHERRI RING
Business Owner/Manager
Energy Health Concepts

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

STUART WIGGINS
Chief Executive Officer
Metro Tasmania Pty Ltd

STEVE WILLING
Facilitator and Coach
Growth in Mind

2010 (TLP 4)

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

SHONA BESWICK
Business Consultant
Beswick Administration
and Training

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
Chief Financial Officer
Shaw Contracting

SIMON PAUL
Coordinator
Clarendon Vale
Neighbourhood Centre
Inc

TONIA GRETSCHMAN
Owner
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
Nursing Director Mental
Health & Practice
Development
Department of Health
and Human Services

MICHAEL SIMS
Principal
Arbour Health

NATASHA EXEL
Assistant Committee
Secretary
Parliament of Tasmania

DARRYN SMITH
Manager North West
Tasmania
Fairbrother Pty Ltd

ANDREW TRUSCOTT
Manager Environmental
Sustainability
TasWater

ANDY VAN EMMERIK
Project Manager
Department of State
Growth

2011 (TLP 5)

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

LUCY BYRNE
Senior Project Manager
Regional Development
University of Tasmania

SIMON CHANDLER
Asset and Infrastructure
Manager
Launceston Airport

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

PHILLIP DEWIS
Senior Account Manager,
Commercial Products
Division
Harvey Norman

POPPY FAY
Research Services
Manager, Regional
Development
University of Tasmania

RUTH FORREST
Member for Murchison
Tasmanian Legislative
Council

NICK HADDOW
Managing Director
Bruny Island Cheese Co.

STEVE HENTY
Finance and
Communications Manager
Net Sea Freight – Tasmania
Pty Ltd

MICHAEL KELLY
Deputy Chief Executive
Officer
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 Corporate
Services Manager
pitt&sherry

GUY ROBERTSON
Owner
Mount Gnomon Farm

MARTHA ROBSON
Registrar,
Mental Health Tribunal
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
Community Learning
Coordinator
LINC Tasmania

CATHY TONKIN
Nurse Unit Manager
Royal Hobart Hospital

JO TUBB
Field Officer for the
Northern Midlands
Simplot Australia

JULIE WADDINGTON
Marketing Officer
Institute of Marine and
Antarctic Studies
University of Tasmania

MARK WATSON
Campus Manager
Community Training
Australia

2012 (TLP 6)

LUCINDA SZCZYPIOR
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Font PR

JANE FORREST
Owner/Director
Manage More

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Freelance Writer
Cradle Coast Marketing

KATE GRADY
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Communications and
Fundraising
Guide Dogs Tasmania

JOHN HOOPER
Executive Officer
Neighbourhood Houses
Tasmania

TODD HOUSTEIN
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Sustainable Living Tasmania

MATTHEW HUBBARD
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DAVID HUGO
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ELEANOR JAMES
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Walsh Day James
Mihal Pty

MARGIE JENKIN
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Environmental Defenders
Office Tasmania

GAYLE JOHNSTON
Department Manager,
Legal Services
TasWater

ROSALIE MARTIN
Managing Director/Senior
Clinician
Speech Pathology
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Grange Resources

MARK MILLHOUSE
Projects Manager
Vos Construction

SHARON PITTAWAY
Learning Designer
Swinburne Online

FRANCES PRATT
Sabbatical

SUE ROBERTSON
Clinical Nurse Educator
Tasmanian Health
Organisation - North
West

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Partnership Broker
Colony 47

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Economic Policy Branch
Treasury and Finance

GINA SIDHU
Acting Director
Australian Bureau of
Statistics

TRACEY TASKER
Manager Primary Care
Programs
Tasmania Medicare Local

PAX TAYLOR
Project Manager
VEC Civil Engineering

ALLAN WALSH
Senior Case Manager
Australian Financial
Security Authority

SIMON WIGGINS
Director
Avidity Training and
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2013 (TLP 7)

DANIELLE CAMPBELL
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RDS Partners Pty Ltd

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CASSIDY
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– Civil/Structural
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STELLA COOK
Vice Consul (Immigration)
Australian Consulate-
General, Guangzhou
Department of
Immigration & Border
Protection

RACHAEL COX
Power and Energy Section
Manager Tasmania
Sinclair Knight Merz (SKM)

TIM CUBIT
Project Manager
Hazel Bros

KAY CUELLAR
Manager Integrated
Offender Management
Tasmania Prison Service

ADAM DICKENSON
Executive Director
Elverton Pastoral Pty Ltd

KYLIE EASTLEY
Senior Arts Consultant
Kylie Eastley Consultancy

MATTHEW
GEOGHEGAN
Chief Executive
Officer
Megavar Pty Ltd

REBECCA
GREENWOOD
Commercial Leader
Megavar Pty Ltd

RICHARD
INGRAM
NRM Executive Officer
Cradle Coast Authority

RICHARD JAMES
Principal Design Engineer
TasWater

DANNY
JOHNSON
Manager Vehicle,
Operations Branch
Department of State
Growth

ANDREW KIDD
Enterprise Solutions
Architect
Telstra Corporation

RIKKI MAWAD
Sabbatical

SUSAN MOORE
Director, Public Relations
Gartner

TIMOTHY MOSS
Associate Professor
(Education) & Deputy
Director, Teacher
Education
Swinburne University of
Technology

PAUL NIVEN
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The Van Diemen's Land
Company

SAKURA ODDIE
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Information and Land
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Industries, Parks, Water
and Environment

NADINE OZOLS
Healthy Together Program
Coordinator
May Shaw Health Centre
Inc.

LEANNE SHERRIFF
Senior Consultant
Macquarie Franklin

JOANNA SIEJKA
Chief Executive
Officer
Youth Network of
Tasmania

ERIN SMALLBON
Registered Nurse
Calvary Health Care
Tasmania; and
Holistic Health Coach
ES Wellness

BRADLEY TURNER
Risk Manager
Hydro Tasmania

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

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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** participation in the Tasmanian Leaders Program continues to contribute to the development of our current and aspiring leaders, culminating in around 150 leaders directly benefiting and contributing to the sustainable economic, environmental and social development of Tasmania.

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