



TASMANIAN LEADERS YEARBOOK

2015





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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 Tasmania
- 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 FOM THE CHAIR & GENERAL MANAGER

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed it's the only thing that ever has." – Margaret Mead

Mead's words seem poignant as we graduate our 200th participant of the Tasmanian Leaders Program at the end of 2015. We now have a pool of graduates who are actively contributing to the leadership dialogue and action in Tasmania. We are excited and inspired by what these passionate, enthusiastic and informed individuals do to make Tasmania a better place and warmly welcome TLP9 to the fold.

Congratulations to the graduates of TLP9 who completed the program in November 2015. They gained a place on the program in a year where we received record interest, with an 80% increase in applicants from the private sector; a rewarding validation of the value of our program for enterprises both large and small. With such a strong pool to choose from we had a diverse and dynamic group of participants, and it has been our pleasure to take them through the year's activity, a summary of which you will find in the Program Manager's report on page 8.

It is wonderful to witness and reflect on the impact of our Alumni in the Tasmanian community. The projects delivered by each year group are a very tangible example of this impact, and a highlight of 2015 was hearing about the progress of these projects at the Alumni Congress. Since then, two projects have achieved further significant milestones, including:

- The Welcome Dinner Project, which has hired two coordinators to help them deliver on the project's aims of connecting newly arrived people with established Australians over dinner conversation in the comfort of their own home.
- The Pathways to Community Connectivity project's plan to build a safe and convenient pedestrian link from the Queens Walk residential development to the Cornelian Bay foreshore reserve has been supported by Hobart City Council, who have accepted it into their program of public works for construction in the 2016-17 financial year. This will enable greater community connectivity for the residents of Queens Walk and is an achievement to be proud of.

A key priority for the Tasmanian Leaders Board during 2015 was working with the Alumni Sub-Committee to increase the level of support, engagement, professional development and networking opportunities we offer our graduates. The St.LukesHealth Lunch with a Leader series continues to be a successful place for informative, interesting discussion and networking and in 2015 it expanded to include a number of breakfast sessions on the North West Coast.

As part of our ongoing commitment to our graduates there is an exciting calendar of events coming up in the year ahead, with the delivery of the Foundation for Rural & Regional Renewal (FRRR) funded Alumni activities, including a webinar series, two Thinkbank residentials and a suite of professional development activities.

As we move towards our tenth program it is timely to reflect on the ongoing positive contribution Tasmanian Leaders makes in Tasmania. The list of achievements of our Alumni grows every year and in 2015 several of our graduates received local and national awards. Among these are Naomi Walsh who won the Corporate and Private Award category at the Tasmanian Telstra Business Award, Corey Peterson as the lead staffer in the Academic Operations Sustainability Integration Program at the University of Tasmania received an Award for Programs that Enhance Learning in the 2015 Australian Awards for University Teaching, and Todd Henderson who was a finalist in the Young Professionals of the Year category in the Launceston Chamber of Excellence

We continue to be staggered by the generosity of so many who volunteer their time freely, allowing us to deliver an outstanding program each year. We'd like to thank founding Board members, Brian Lewis and Gillian Biscoe, who this year have once again designed and delivered the Residentials, which are critical pillars of the program.

The Tasmanian Leaders Board is a working board, and we'd like to recognise the strategic input as well as hard work invested by all Board members to ensure our organisation continues to develop and expand.

In December 2015, founding Board member Brian Lewis stepped down from the Board after ten years of steadfast service to the organisation's governance. Quite simply, Tasmanian Leaders would not have achieved what we have without the massive investment from Brian over the years and his knowledge, energy and passion. His strategic insight and experience in designing programs of leadership and adult development have been integral to the success of TLI, and we will miss his wise counsel around the Board room, but luckily for us he will remain as a co-facilitator and designer of our Residentials in 2016.

In 2015 we also said goodbye to Mark Kelleher who stepped down in June, and Michael Sims who stepped down in July. We thank them both for their time and energy on the Board. In November 2015, Don Thomson was accepted as the Alumni Sub-Committee Board nomination and has taken up his role on the Board with enthusiasm and diligence. It is great to have such a strong link with the Sub-Committee as we enter an era of heightened integration and cooperation. Secretary of the Department of State Growth, Kim Evans also joined the Board in 2015 and we appreciate the significant experience and knowledge which he brings to our organisation.

The Alumni Sub-Committee are the engine room of our graduates and we would like to thank them for their hard work and commitment, which ensures a quality and informative program of professional development and opportunities that keep our Alumni engaged as a network and contributing positively to the community. In particular, thank you to the Chair of the Alumni Sub-Committee, Ruth Forrest who continuously works to strengthen the influence of the Tasmanian Leaders Alumni in the local community.

Our thanks are also extended to the Staff of TLI for their work throughout the year 2015 was a year of change, as we said goodbye to Natalie Hayes in July and Shona Beswick in December and welcomed two new staff, Tracey Tasker and Piia Wirsu in November. Our heartfelt thanks go to Natalie and Shona for all they have given TLI, the program and our Alumni during their time with us. Shona worked tirelessly as the Program Manager in 2015 and ensured the delivery of another successful TLP. In the role of Project Coordinator Natalie supported the Alumni and managed the delivery of a number of Thinkbanks and Skillsbank. We extend a warm welcome to Tracey who will be overseeing the delivery of the FRRR funded Alumni activities and to Piia who will be streamlining communications and delivering our events throughout 2016. We look forward to what we can achieve together.

Our Leadership Champions are also deserving of thanks. They are a diverse mix of business and community leaders who continue to volunteer their time to help support participants, graduates and Tasmanian Leaders in many ways.

In 2015, the Tasmanian Government committed to three years ongoing funding, which together with participant and employer contributions and the generous support of our highly valued sponsors will secure the Tasmanian Leaders Program into the future. Thank you to the Minister and Department of State Growth who administer our funding and remain committed to investing in the leadership development of Tasmanians. We are also incredibly appreciative of our cash sponsors, whose investment allows the continuation of Tasmania's premier leadership program, and which enables us to enhance the learning and experience of participants. A big thank you to our major cash sponsors in 2015; TasWater, Nekon Pty Ltd and the Federal Group.

This year the Residentials took place in three beautiful locations across Tasmania, thanks to the generous support of RACT who provided us with significant discounts to their world class facilities. Thanks also to WIN Television for their generous in-kind advertising package at recruitment time, both the Examiner and Advocate who provided us with a two for one spend,

KPMG for managing our accounts with efficiency and professionalism, St.LukesHealth, who continue to support our Alumni activities and FRRR for investing in our community work.

Thank you also to our participant scholarship providers in 2015, Regional Development Australia – Tasmania, NRM North, NRM South and the Cradle Coast Authority and Cityprom. With the addition of the Cityprom scholarship, alongside the existing Tasmanian Leaders Small Business Scholarship, 2015 boasted two program scholarships that targeted small business owners.

To conclude we would like to highlight some of the key achievements in 2015, which we plan to build on in 2016:

- New philanthropic partner Robert Rockefeller, Nekon Pty Ltd, who invested in our organisation and enabled us to lay the foundation for increased Alumni activity.
- Two grants from the Foundation for Rural & Regional Renewal (FRRR) to also go towards our Alumni activities.
- Four scholarships worth \$12,500 provided to four individuals and their organisations that otherwise would not have been able to participate in the TLP.
- Tasmanian leaders Alumni raising money for a scholarship in 2016 to allow two participants from the private sector to undertake the 2016 program.

Thanks again to everyone who has contributed to, invested in and supported Tasmanian Leaders over the past year. We look forward to our biggest year yet of activity, engaging our Alumni in ongoing leadership development and community engagement and of course delivering our tenth program! To our new TLP graduates, congratulations on this momentous achievement and we look forward to supporting and charting your achievements into the future and welcome you to the Tasmanian Leaders Alumni.



ANTHEA PRITCHARD Chair, Tasmanian Leaders



ANGELA DRIVER General Manager, Tasmanian Leaders

PROGRAM MANAGER'S MESSAGE



First and foremost, I would like to thank the Tasmanian Leaders Inc. Board for the opportunity and the support provided to me during the year, particularly Anthea, Brian, Gillian and our General Manager, Angela Driver.

My 2015 Program Manager position commenced in October 2014 with the participant interviews. I had participated in the TLP interviews previously but this was very different; I am going to be their Program Manager — I have some skin in the game! A fantastic array of talented individuals applied and it was a difficult quest to narrow it down to the chosen 24 participants who became TLP9. From those anxious 'have we chosen wisely?' moments during the first residential, through to the group norming-storming-norming-performing cycles, continual lively and open exchanges, a sunny lunch on the Wynyard Wharf and a final BBQ in the pouring rain, developed an amazing group of Tasmanian leaders whom I am very proud to be associated with.

Over the course of eleven months we attended three Residentials and eight Linking Sessions and had the opportunity to hear from, and question, approximately I 30 speakers and experts in various fields from across many sectors of the community, in some outstanding venues. This included an unforgettable knot exercise, field trips to North Western businesses, lunch at a pig farm, stunning water views from two Institute of Marine and Antarctic Studies (IMAS) venues and an informative tour of the Risdon Prison Complex.

The four Linking Sessions delivered by the Learning Sets demonstrated the TLP9 participant's commitment to tackling the issues of Tasmania, focussing on Urban Planning, Mentoring, Food Sustainability and State Growth. These sessions drew a selection of engaging and inspiring speakers including: Steve Devereaux — Projects Manager at MONA, Peter Wilson — Chair of the Australian Human Resources Institute, Grant O'Brien — CEO of Woolworths and a visionary economics session from Martin Watts of the University of Newcastle, just to name a few.

The year was not without its challenges and it was with the greatest sadness that we said goodbye to our friend, participant and fellow TLP-er, Nathan McDonald, who died in November following a sudden cardiac arrest triggered by a known heart condition. Nathan was an absolute champion of life and the impact he had on his TLP year group has been positive and palpable. We will all take some of Nathan with us as we strive for continuous improvement with his 'Be Better' motto.

When participants enter the program they commit to undertake a community or business project that will benefit the state's development and growth. The projects must be small enough to achieve, but large enough to matter and this year's participants upheld a tradition of exciting and valued projects. I would like to briefly highlight them here:

Bruny Island Quarantine Station Strategic Planning

Working with the Friends of Bruny Island Quarantine Station this project will formalise a strategic plan to provide the Quarantine Station with a clear direction for the future. This will hopefully provide a solid foundation to allow the station to attract more visitors, making it a tourism destination that is also a financially sound business with a sustainable future.

2. Invermay Primary School Breakfast Program

This project looks to engage staff, parents, students and other stakeholders to realise a free daily breakfast program for students of Invermay Primary School. The objective for this Learning Set is for the school to assume full management of the program after July 2016.

3. TLI Alumni / Beacon Foundation partnership for Career Mentoring

This project will connect Tasmanian Leaders Alumni with Tasmanian secondary school students, with the core objective to inspire, mentor and support young people to remain engaged with school, develop a career path and chase their dreams. This project will be realised with funding from the Foundation for Rural & Regional Renewal ABC Heywire Youth Innovation Grant.

4. Woodbridge Marine Discovery Centre

Working with the Marine Discovery Centre this project will identify and develop mutually beneficial partnerships with industry and key stakeholder to assist the centre to continue to educate young Tasmanians on the importance of protecting and preserving our marine environment.

Finally, thank you TLP9. It has been a memorable year and even more so because of the constructive way you have worked together and supported each other during the program, particularly in the last two months. Your personal growth, both individually and as a group, has been amazing to watch. Congratulations. I wish you well for your futures and look forward to catching up at Alumni events.

SHONA BESWICK 2015 Program Manager

ATLP9 TRIBUTETO NATHAN MCDONALD

TLP9 were shattered when our friend and fellow participant, Nathan McDonald, died in November 2015. Nathan played a key role in our leadership journey throughout the year and his death left a huge hole in our group.

Nath was so humbled and excited to be a participant in the Tasmanian Leaders Program and we are so lucky that he was part of TLP9. We all learned a great deal from him: to be open-minded and honest; not to take ourselves too seriously; to laugh and enjoy life. One of his greatest qualities was his ability to bring people together and he is probably one of the main reasons that the TLP9 group have such a strong connection with each other.

Nathan had an infectious personality and was one of those guys that people gravitated to. He always knew what to say and when. He enriched all of our lives in the short time we knew him.

Nath was very perceptive. He saw things in us and brought out our strengths.

Nath was very perceptive. He saw things in us and brought out our strengths. His humble down-to-earth nature was always a good reality check and his clever sense of humour made us laugh and helped us to not take the world or ourselves too seriously.



He helped us to connect with each other.

One of Nath's favourite phrases was 'Be Better'. He wanted us to be better, but not different. He allowed us to be ourselves and made us feel good about who we are.

He had an absolute dedication to his family. He spoke of and to them often. He lived for them. He loved them so much.

To Nath, life was there to enjoy as much as he could, to grab with two hands, and to make the best life he possibly could for his family.

We will always remember Nath as a person who thought, felt and loved deeply. Rest in peace Nathan, you changed our lives for the better and our memories of you will last and last.

Written by Nathan's fellow participants of TLP9.



TASMANIAN LEADERS PROGRAM GRADUATION DINNER VALEDICTORY SPEECH

2015 participant Christopher Rayner, Lecturer in Inclusive Education at the University of Tasmania, shared his reflections on the year in his valedictory address at the Graduation Dinner.



There are no two ways about it: 2015 was a big year. The Tasmanian Leaders Program has been a challenging and eye-opening experience for us all. I am privileged to be graduating tonight with fellow TLP9 participants, and it is a special honour to be speaking with you on this occasion.

I had been thinking about participating in the program for several years. Previous participants I knew hadn't revealed all the details, they just said that I should consider doing it, with a telling twinkle in their eye. Looking at their careers before and after the program, I had good reason to take them seriously. So, in October 2014, I laboured over an application and was invited to attend an interview. I believed that 2015 was the right time; still, I was more than a little nervous as I sat down in front of the smiling panel of three. I took a sip of water and straightened my tie. I want to revisit three of the many questions from the interview (quotes paraphrased here on memory) to provide a context for this reflection on the TLP9 journey and to explore the impact this opportunity is having on a growing community of emerging Tasmanian leaders.

My mind was racing. "Okay, here we go!"

Question I: "What would you bring to the program?"

I mentioned my background as a teacher and educational researcher. If no one else from the education or school sector had applied this year, maybe this skillset would be valuable in the mix of participants? As it turns out, I'm pretty sure I gained more from the program as a learner than I contributed as an educator. From day one, I was impressed with the learning design of the program. There was always more than enough information to soak up and the action learning spiral made sure that the concepts didn't remain abstract.

Brian Lewis demonstrated the power of story. His insights were always rooted in lived experiences. It was easy to see how they would apply. I'd like to develop this ability to use story in my own teaching, but I'm aware that you have to have the stories before you can begin to tell them. Brian had a ready supply, and there was no shortage of witty one-liners either! Through these stories, Brian shared his life with us and we are richer for it. Our journey featured a number of leadership stories that encouraged and inspired us. The honesty and openness of these individuals reminded us that successful people are human too.

Gillian Biscoe modelled an authentic teacher presence. She had an ability to facilitate and relate from an 'unfolded-self'; to say what she means and mean what she says. Her capacity to bring her whole self to the moment, and her awareness of others, has helped me bring more of myself to the surface in my personal and professional life. In drawing from her corporate knowledge and professional experiences, it was clear that the principles we learned were transferrable across our respective domains. It's not just what you learn, but how you learn, and from whom you learn. Needless to say, in 2015, we were in very good company.

In case my experience in education was not enough for the panel, I continued my answer: "I would also bring my belief in people. I have a genuine desire to bring out the best in others."That would be easier than I had imagined in TLP9. As we sat and discussed the future of Tasmania during our first Residential at Strahan, it was clear that the group was characterised by optimism. As we formed our Learning Sets, I was convinced that I could happily work with any of the other 23 individuals and that has certainly been the case. I'm continually amazed by the experiences and achievements of the 2015 participants. lust being around such exceptional people is enough to lift you up to the next level. The group's willingness to learn and commitment to excellence was best expressed in the words that our friend Nathan McDonald lived and breathed: 'Be better.' I'd hoped to bring out the best in others, but it seems that this group is bringing out the

Question 2: "In what areas do you need to grow? What do you hope to gain from the Tasmanian Leaders Program?"

"Well," I said, "I generally get along quite well with people, but I'd like to improve my social skills as a professional and as a leader. I'd like to be more effective in interacting with others."

"We can help with that!" was the reply from the panel. I didn't want to assume that I was 'in' but I did take confidence from their response, and it was well-placed. The program has given us a rich repertoire of tools to understand organisational lifecycles and group dynamics. We have discussed strategies for team building, seeking consensus, engaging with stakeholders, negotiating outcomes, managing authority challenges and conflict, succeeding through difficult conversations, being flexible and adaptive, giving and receiving feedback, responding to the media, and connecting two minds with one thought. We developed our understanding of first impressions, body language, emotional intelligence, and, in particular, different personality types.

Some of us connected immediately with our Myers-Briggs personality type. Others identified more readily with the Enneagram system. All of us gained a deeper appreciation for the range of ways in which people are motivated, interact, think, feel, choose, and lead. Importantly, we learned that these differences are not 'better or worse'; they are to complement, not compete. For many of us, our ability to more fully understand others will be making a difference close to home, as well as in the workplace. For me, a greater awareness of my personality type has helped in accepting who I am without making excuses for what I say and do. I am getting better at working to my strengths and identifying the strengths of others. I am more comfortable saying 'No' and more ready to say 'Yes' when needed. I am basing my decisions and interactions more squarely on my values.

The TLP provided an environment for us to connect. The learning was not confined to the seminar room. It was in the conversations during the many hours on the road and at each other's homes. It was over meals and a drink (or two), the late nights and early mornings that new understandings were formed and memories created. We have learned together, dreamed together, laughed together, and grieved together. We have experienced something of the power of community.

Riding on the momentum of the panel's positive statement, I continued: "I don't exactly know the areas for which I need to prioritise development, but I am hoping that through participating in the program, I will find out what these areas might be." I explained with an analogy: "I can't see all the back of my head alone, but when I go for a haircut and look in the mirror, the hairdresser holds another mirror at an angle from behind so that I get a more complete picture." That's what I needed: a new perspective.

TLP9 has certainly provided new perspectives. It has allowed me to look beyond the familiar territory of education and my workplace at the University of Tasmania to discover cutting edge ideas regarding government, media, innovation, community, the economy, urban planning, agriculture, as well as state population growth; and we have seen each topic through different lenses. Many of us will have discovered new ways of thinking and acting, gleaned from those in other industries that will be of great benefit as we seek to reshape our own spheres of influence. For me, the focus on mentoring clarified aspects of my personal and professional direction. It reinforced the fact that my need for 'another perspective' is dynamic and ongoing, and hinges on relationships of mutual trust. Nurturing these mentoring relationships, as both mentee and mentor, will be a high priority for me in the years to come.

Question 3: "The TLP comes with the expectation that you would contribute to the Tasmanian community in an ongoing way. Are you comfortable with that commitment?"

A fair question. The program is made possible by people who willingly offer their time, expertise, and resources over and above any expectation for material reward. This is a culture worth promoting and one in which I am glad to now be a part. So, in short, my answer to the question was "Yes." I'd like to take this opportunity to thank the many presenters and the Tasmanian Leaders Inc. Board and Staff for making TLP9 the unique experience it was. In particular, Shona Beswick was a wonderful support in her role as Program Manager. I also acknowledge that Brian Lewis has finished his role on the Board after ten years of service. We are grateful to the partners who have made a strategic investment in the future of our state.

For many of us, the opportunities to lead and serve will start with our immediate family and friends. My wife Naomi was the first member of my 'Cascade' group and the guinea pig for the various personality type tests. There were no surprises that we are opposites! I was often hesitant to share straight away what a fantastic time I had during a Residential or Linking Session or how good the food was, knowing that she had to pick up extra responsibilities in my absence and my children missed their dad. But she always showed an interest in the things I was learning and in the people who had become close to me during the year. Thank you to Naomi and to all the partners for freeing us to participate in the program and for sharing in the journey with us. Our families have shared the cost of our participation and it is right that they also share in the benefits.

I expect that our workplaces will be better off too. If the promotions, media events, awards, and new contracts reported for a number of TLP9 participants are anything to go by, we're making a positive difference for our colleagues and clients. The Learning Set projects underway or in development are set to take our contribution beyond 2015 and outside our main vocation. And although the specifics are to be determined, there is an understanding that TLP9 participants will continue to connect in the years to come. We have good reasons for doing so. Our graduation celebrates an end and also represents a new beginning.

My primary motivation for participating in the program was to increase my capacity to make a difference for Tasmania and Tasmanians. The pastors of my local church who have been mentoring me since my teens, have always taught that true spirituality is reflected in what we do to improve the lives of those around us; it is not achieved in vacating earth for heaven but in bringing heaven to earth. I could live in any of the other places around the world I've visited, but Tasmania is my calling and I think it will always be the place I call home. My purpose relates especially to a place and its people; my profession is a means and not an end.

Notwithstanding its natural beauty, Tasmania's greatest asset is its people. Its greatest need is for good leaders within and across its industries. In 2015 we saw examples of the unique potential of this state. We learned that change is needed: our future economy and educational attainment must not be the same as in the past. We saw that change is possible: new markets are emerging through innovation, perseverance, and dedication to quality. We witnessed the generosity of outstanding leaders who are courageous enough to make a difference locally and as global citizens.

The TLP has strengthened my commitment to Tasmania and fuelled my hope for its future. I see a prosperous state known for the creativity and integrity of its people, a place where equity and peace are realities, a society recognised for its contribution to the international community, a model for the Asia-Pacific region. Whether we are at the bottom of the nation or at the top is, geographically and metaphorically speaking, just a matter of perspective.

Now, more than ever, we are aware that the future of this state is our shared responsibility. I am very proud to be Tasmanian. Tonight, I am very proud that 23 of my friends and I will become Tasmanian Leaders Alumni.

Thank you.

TLP 2015 PROGRAM

The~2015~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 19 – Sunday 22 February
Mid-year Residential	Freycinet Lodge, Coles Bay	Friday 24 – Sunday 26 July
Closing Residential	Cradle Mountain Chateau, Cradle Mountain	Friday 27 – Sunday 29 November

LINKING SESSIONS

I. GOVERNANCE

FRIDAY 13 - SATURDAY 14 MARCH / PARLIAMENT HOUSE, HOBART

Feed the Chooks:Australian politics and the media	Seamus Bradley, Media and Communications Consultant	Presenter
Global Governance and International Law	Matt Killingsworth , Lecturer in International Relations in the School of Government, University of Tasmania	Presenter
Good Governance: leadership and parliamentary reform in Tasmania	Richard Herr OAM , Honorary Associate, School of Government University of Tasmania	Presenter
Hard Wired Humans — Human nstincts at Work	Ros Cardinal, Managing Director, Shaping Change	Presenter
Leadership Story	Mike Vertigan AC, Chairman, MyState Limited	Presenter
Local Government's role in a competitive State	Julian Amos , former MP and Minister in the Tasmanian Government	Panellist
	Richard Eccleston , Director, Institute for the Study of Social Change, University of Tasmania	Panellist
	Royce Fairbrother, Chairman, Fairbrother Group	Panellist
	Tony Foster, Mayor, Brighton Council	Panellist
	Katrena Stephenson , Policy Director, Local Government Association of Tasmania	Panellist
	Michelle Swallow, Director, Leadership and Change Consultants	Facilitato
Parliament House Tour	Elise Archer MP, Speaker, House of Assembly, Tasmanian Liberals	Presenter
	Jim Wilkinson MLC , Independent Member for Nelson, President Tasmanian Legislative Council	Presente
The Ethics of Governing	Kim Booth MP , Member for Bass, Leader of the Tasmanian Greens	Panellist
	Ruth Forrest MLC, Independent Member for Murchison, Tasmanian Legislative Council	Panellist
	Lara Giddings MP , Member for Franklin, Shadow Attorney General, Tasmanian Labour Party	Panellist
	Rene Hidding MP, Member for Lyons, Minister for Police and Emergency Management, Minister for Infrastructure, Tasmanian Liberals	Panellist
	Liberais	











2. INNOVATION AND INDUSTRY

THURSDAY 16 - FRIDAY 17 APRIL / NORTH WEST COAST

Site Tour: Brandsema Tomatoes	Anthony Brandsema, Co-Owner, J&A Brandsema	Host
Site Tour: Hellyers Road Distillery	Sharon Deane , Visitor Interpretation Centre Manager, Hellyers Road Distillery	Host
Leadership Story	Dale Elphinstone, Executive Chairman, Elphinstone Group	Presenter
Site Tour: Mount Gnomon Farm	Guy Robertson, Co-owner, Mount Gnomon Farm	Host
North West Coast — Industry and Innovation Overview	Rodney Greene , Director of Community & Economic Development, Burnie City Council	Presenter
North West Coast Innovation	David Bardon, Southern Production Manager, Costa Group	Panellist
	Michelle Distill, Director, Spreyton Fresh	Panellist
	Don Thomson, Owner, Black Ridge Farm	Facilitator
	Peter Truman, Director, Proxi-mate	Panellist
	Rob Sadler, Farm Manager / Director, Flowerdale Flowers	
Site Tour: Penguin Composites	John van der Woude, CEO, Penguin Composites	Host
Site Tour: Southern Prospect Pty Ltd	Lee Whiteley, Managing Director, Southern Prospect	Host
Site Tour: Tasmanian Advanced Minerals	Chris Stuart , Managing Director, Tasmanian Advanced Minerals	Host
What have we learnt from the North West Coast?	Roger Jaensch MP , Member for Braddon, Government Whip, Tasmanian Liberals	Presenter

3. COMMUNITY

FRIDAY 15 – SATURDAY 16 MAY / MARINE RESEARCH LABORATORY, TAROONA

Discrimination Explained	Robin Banks , Anti-Discrimination Commissioner, Office of the Anti-Discrimination Commission	Presenter
Tasmania's Criminal Justice System	Ginna Webster , Deputy Secretary, Administration and Justice, Department of Justice	Presenter
Criminal Justice System and Prison as a Last Resort	Tristan Bell , Team Leader, Court Mandated Diversion Program	Panellist
	Cassandra Dowling, Senior Counsellor, Victims Support Service	Panellist
	Marica Duvnjak, Previous past Chair, Parole Board	Panellist
	Amanda Johnson , Senior Consultant, Safe at Home Program	Panellist
	Ginna Webster , Deputy Secretary, Administration and Justice, Department of Justice	Facilitator
Site Tour: Correctional Facilities, Risdon Prison	Correctional Facilities, Risdon Prison Staff	Host
Social Inclusion: policy and politics	David Adams , Professor Management in Innovation, University of Tasmania	Presenter
Strategy Execution	Sam Gorringe, Managing Director, ascent2	Presenter
World Café – Advocacy Leadership	Kiros Hiruy, Senior Consultant, RDS Partners	Panellist
	Sharon Jones , Educator/Counsellor, Relationships Australia	Panellist
	Alina Thomas, Executive Officer, Support Help & Empowerment Inc	Facilitator
	Cheryl White, Domestic Violence Campaigner	Panellist
Leadership Story	Ginna Webster , Deputy Secretary, Administration and Justice, Department of Justice	Presenter

4. ECONOMY

FRIDAY 19 – SATURDAY 20 JUNE / NORTHERN INTEGRATED CARE SERVICE, LAUNCESTON

Global Connections: international trade	Jane Bennett , Non Executive Director, Van Diemen's Land Company and Nuffield Australia	Panellist
	Sally Chandler, International Trade Adviser, TradeStart	Panellist
	Brett Charlton, General Manager, Agility Logistics	Panellist
	Judy Tierney, Journalist, Self-employed	Facilitator
Government Spending and the Economy	Peter Gutwein, State Treasurer, Liberal Party of Tasmania	Presenter
Industry Perspective: playing in multiple economies	Ray MostogI, General Manager, Bell Bay Aluminum	Presenter
Introduction to Media Training	Mark Thomas, Director, M&M Communications	Presenter
Leadership Story	Melina Morrison, CEO, Business Council of Co-operatives and Mutuals	Presenter
Risks to the Economy: niche vs commodity	Yeonsoon Bourke, Manager, Australian Honey Products	Panellist
	Adam Dickenson, Executive Director, Elverton Pastoral	Panellist
	Andrew Farquhar, Managing Consultant Business Growth, Crowe Horwath	Facilitator
	Penny Sattler, General Manager, Barnbougle and Lost Farm	Panellist
	Rob Woolley, Chair, Bellamy's Australia Ltd	Panellist
The Role of Government and the Usefulness of Economic Indicators such as DGP/GSP	Senator Peter Whish-Wilson , Tasmanian Senator, Australian Greens	Presenter
The Tasmanian Economy: challenges and opportunities	Saul Eslake, Senior Advisor, Nous Group	Presenter

5. URBAN PLANNING

FRIDAY 14 – SATURDAY 15 AUGUST / MUSEUM OF OLD AND NEW ART (MONA), HOBART

Challenges Facing Urban Planning in Tasmania Today	David Adams , Professor Management in Innovation, University of Tasmania	Panellist
	Irene Duckett, Director and Planning Consultant, Ireneinc Planning and Urban Design	Panellist
	Helen Norrie , Lecturer, School of Architecture & Design, University of Tasmania	Facilitator
	Brian Wightman, Tas Executive Director, Property Council of Australia	Panellist
	Brad Wheeler, Manager, DHHS Infrastructure Investment	Panellist
Introduction to Urban Planning: The cost of urban sprawl	Helen Norrie , Lecturer, School of Architecture & Design, University of Tasmania	Presenter
Leadership Story	Rob Pennicott, Managing Director, Pennicott Wilderness Journeys	Presenter
Situational and Adaptive Leadership	Steve Willing, Facilitator and Coach, Growth in Mind	Presenter
The Tasmanian Vision	Jerry de Gryse, Co-Founder and Director, Inspiring Place	Panellist
	Kristie Johnston, Mayor, Glenorchy City Council	Panellist
	Mary Massina, Executive Chair, Tasmanian Planning Reform Taskforce	Facilitator
	Emma Riley, Principal Planner, Emma Riley & Associates	Panellist
	Robert Rockefeller, Nekon Pty Ltd	Panellist
Urban Planning and Personal Freedom:A libertarian perspective	Greg Barns, Lawyer	Presenter
Walk and Talk: the story of MONA	Steve Devereaux, Projects Manager, MONA	Presenter
Why Design Matters	Pippa Dickson, CEO, Glenorchy Art & Sculpture Park	Presenter



















6. MENTORING

FRIDAY 18 - SATURDAY 19 SEPTEMBER / WYNYARD YACHT CLUB, WYNYARD

Exploring the Diversity of Mentoring	John Clark, Outreach Worker, Rural Alive & Well	Panellist
	Nani Clark, Associate Recruiter, Searson Buck	Panellist
	Daryl Connelly, Business Advisor and Coach, Change Mob	Panellist
	Maree Fudge, Director, RDS Partners	Facilitator
	Lee Whiteley, Managing Director, Southern Prospect	Panellist
How Can Mentoring Benefit Tasmania?	Royce Fairbrother, Chairman, Fairbrother Group	Presenter
Leadership on Boards: tips and traps	Shona Beswick , Business Management Consultant, Beswick Administration & Training	Presenter
Leadership Story	Ben Maynard, General Manager Operations, Grange Resources	Presenter
Make Mentoring Work	Peter Wilson, Chair, Australian Human Resources Institute	Presenter
Mentoring — Learning and Growing Confidence, Creativity and Courage	Janelle Allison , Director, Institute for Regional Development, University of Tasmania, Cradle Coast Campus	Presenter
What Does Mentoring Mean to You?	Chris Symonds, Public Officer, Wynyard Yacht Club	Presenter
World Café – Mentees Experiences	Sonia Heap, Senior Project Officer, Department of State Growth	Panellist
of Mentoring	Bridget Hiller , Senior Program Manager, Department of State Growth	Panellist
	Tracy Matthews, Consultant, Wise, Lord & Ferguson	Panellist
	Marcus Perkins, Assistant Manager North West, Fairbrother Group	Panellist
	Irish Rae, Mentee, White Lion	Panellist

7. FOOD SUSTAINABILITY

FRIDAY 16 – SATURDAY 17 OCTOBER / LANDFALL FARM AND UNIVERSITY OF TASMANIA NEWNHAM CAMPUS, LAUNCESTON

Drysdale Participant Dinner	Christopher McGimpsey , Education Manager, Drysdale North TasTafe	Presenter
Enneagram Workshop	Yvette Cehtel, Commissioner, Legal Aid	Presenter
	Melinda Maddock, Change Consultant	Presenter
From Grower to Consumer	Richard Bovill, Farmer, Fair Dinkum Food Campaigner	Panellist
	Ruth Forrest MLC , Independent Member for Murchison, Tasmanian Legislative Council	Facilitator
	Grant O'Brien, CEO and Managing Director, Woolworths Ltd	Panellist
Paddock to Parliament	Ruth Forrest MLC , Independent Member for Murchison, Tasmanian Legislative Council	Presenter
Paddock to Plate	Frank Archer, Co-principlal and Farm Manager, Landfall Farm	Presenter
The Future of Food Production	Anthony Houston, Chair, Houston's Farm	Panellist
in Tasmania	Holger Meinke , Director and Head of School of the Tasmanian Institute of Agriculture, University of Tasmania	Panellist
	Craig Perkins, CEO, Regional Development Australia – Tasmania	Facilitator
	Kim Seagram , Owner / Marketing Manager, Stillwater Restaurant and Black Cow Bistro	Panellist
World Café – The Sustainability of Dairy Expansion in Tasmania	Caroline Brown , Team Leader – Industry Development, AgriGrowth Tasmania	Facilitator
	Emma Haswell, Founder, Brightside Farm Sanctuary	Panellist
	Chris Oldfield, CEO, Tasmanian Irrigation Pty Ltd	Panellist
	Mark Smith, Executive Officer, Dairy Tas	Panellist

8. STATE GROWTH

FRIDAY 13 – SATURDAY 14 NOVEMBER / INSTITUTE OF MARINE AND ANTARCTIC STUDIES (IMAS), HOBART

Difficult Conversations	Justine McDermott, GM People & Performance, Tas Networks	Presenter
Enneagram Leadership Styles	Steve Willing, Facilitator and Coach, Growth in Mind	Presenter
Growth Opportunities	John Perry, Coordinator General, Department of State Growth	Presenter
How do we ensure broader participation	Michael Field AC, Chancellor, University of Tasmania	Panellist
in a meaningful way?	Michael Lennon, Managing Director, Housing Choices Australia	Panellist
	Joanna Siejka, CEO, Youth Network of Tasmania	Panellist
	Meg Webb, Manager, Social Action and Research Centre, Anglicare	Panellist
Leadership Purpose	Steve Willing, Facilitator and Coach, Growth in Mind	Presenter
State Growth – the Government's Vision	Matthew Groom MP , Member for Denison, Minister for State Growth, Minister for Energy, Minister for Environment, Parks and Heritage, Tasmanian Liberals	Presenter
Supporting Population with Jobs Growth	Phil Bayley, Economist and Policy Advisor, Strategy 42 South	Panellist
	Will Kestin, CEO, TasICT	Panellist
	Damian Mackey , Manager Strategic Projects, Southern Midlands Council	Panelist
	Darren Matthewson , CEO, Aged and Community Services Tasmania	Panellist
The Population Growth Strategy	Samantha Fox , Director State Growth Strategy, Department of State Growth	Presenter
Understanding Financial Statements	Shona Beswick , Business Management Consultant, Beswick Administration & Training	Presenter
Visionary – How to Achieve Full Employment	Martin Watts, Lecturer, University of Newcastle	Presenter
World Café — Migration as a Growth Strategy	Alphonse Mulumba , Chair of the Multicultural Council of Tasmania	Panellist
	Steve Old, CEO, Tasmanian Hospitality Association	Panellist
	Alison O'Neill, CEO, Migrant Resource Centre	Panellist
	Saraswathy Varatharajullu, Student, University of Tasmania	Panellist



TLP 2015 GRADUATES

Garth BARNBAUM

Portfolio Manager Mechanical

HYDRO TASMANIA

Garth is currently the Portfolio Manager, Mechanical at Hydro Tasmania. Garth is a mechanical engineer and has worked across several roles in Hydro Tasmania in design, construction, and in the consulting business, within Australia and overseas, before moving into an asset management role and his current role as Portfolio Manager. Garth leads a team of mechanical engineers in the Asset Strategy and Risk branch, responsible for strategy and governance over a portfolio including some sixty hydro machines, seven pumping stations, and 350 plus gates and valves. Garth has lived in Tasmania for 27 years, and despite working and travelling outside the state a fair bit, he can't think of a better place to live and raise a family.

I found the TLP invigorating, refreshing and energising. Despite the time and effort required, particularly time away from family, I inevitably looked forward with anticipation to each month of the program. The stimulation of a great and talented (and unerringly optimistic) bunch of new people to get to know, the enlightening conversations, the rapport, the learning opportunity, and the sheer breadth of information and perspectives to which we had access to throughout the year, was far and away the best thing I've done.

For me, the journey lies ahead. It will take some time to process and plan life after the TLP. I went into it hoping to get a perspective on 'what next' for me, and I got that perspective in spades. So much of it in fact that it hasn't sunk in, in terms of what it means for me going forward. It's now time for reflection over the break; the next pinnacle is there somewhere, and I now feel much better equipped to face it.



I found the TLP invigorating, refreshing and energising.



Archana BRAMMALL

Owner / Manager

SWEETBREW CAFÉ

On entry to the program: Manager, Manubread

Archana was raised in Ethiopia and then the Indian Himalaya before travelling solo to Australia at the age of twenty. This experience of three distinct cultures has given her a unique perspective of the world. Along with strong advocacy for justice and equality, Archana is passionate about enterprise and development. Her strengths are her communication skills and ability to get seemingly impossible tasks achieved. Since arriving in Australia in 2001, Archana has followed her passion for business management and entrepreneurship in the tourism, hospitality and manufacturing industries. Having developed a number of successful tourism enterprises Archana turned her skills to managing the award-winning Manubread Bakery, guiding it through its formative years, before this year returning to running her own enterprise, Sweetbrew Café.

The TLP program was inspiring, exciting, challenging and at times draining. The experience was invaluable and I feel so privileged for being chosen to take part. The topics were varied and applicable to all aspects of leadership. Going to Risdon Prison was a highlight; it challenged my thinking and opened my eyes to a life that is only experienced through the TV screen. Finally, Tasmania is beautiful and it is wonderful to be able to live here and the TLP confirmed for me that Tasmania offers great businesses and business opportunities across the state, spearheaded by inspiring and committed leaders.

The notion of not meeting my fellow participants of the TLP every month has taken a little time to adjust to. I do however feel I have friends and 'colleagues' across the state and I am confident of picking up from where we left off the next time we meet. I have learnt so much, been incredibly inspired and every day is about applying the education I received over the year to running my business. I am looking forward to an active Alumni experience and I feel the growth I experienced during my journey has enriched me in more ways than one. I have a burning thought that this is only the beginning of my leadership journey, which I hope to continue in business enterprise.



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With a
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confidence in my ability

to influence outcomes. **

Therefore the Marray
well Active the Tonday

Stephen CLARKE

Management Systems Coordinator

FORICO PTY LTD

Stephen is a Zimbabwean born professional forester with broad experience and recognised skills in project and operations management of industrial plantations in Southern Africa, New Zealand and Tasmania at supervisory and middle-management level. He is enthusiastic about holistic forest management strategies. His current employer Forico has a renewed mandate and long-term commitment to a sustainable plantation forestry sector in Tasmania. His role within Forico is to manage and implement an effective integrated management system supporting Forico's sustainable forest management principles underpinned by the highest international environmental management certification standards.

I feel an enormous sense of privilege in having been selected to participate in the TLP, and grateful to Forico for its sponsorship and support during a frenetic startup year. Unexpectedly, I found the TLP to be less a 'program' than a wonderfully subversive 'movement' of diversely talented people who value curiosity, challenging assumptions, interdependence, other-centeredness and authenticity. The highlight of the TLP appeared midprogram whilst exploring career and life management. In a 'reverse visioning' exercise, considering the questions, "What were you supposed to be?" and "How did you learn that?" enabled me for the first time to reconcile a seemingly disparate bundle of values, impulses, beliefs, biases, prejudices, and life experiences to that point, and then liberated me to look forward with rediscovered energy and optimism. With a better understanding of my personal strengths and potential areas for growth, I have greater confidence in my ability to influence outcomes, as well as the will and self-authorisation to do so.

The TLP has reinforced that excellence in leadership is achieved by an ongoing personal commitment to transformative vertical and horizontal development, and provided me with greater strategic awareness and a 'bigger picture' perspective of the challenges and opportunities facing Tasmania. As an employee of an organisation that values genuine engagement with its stakeholders, I look for opportunities within and without the organisation to exercise quiet leadership, creativity and the power of kindness in rebuilding trust, looking for consensus, seeking areas of agreement, working out and resolving what is wrong, working out how people who are different can work together productively and taking care in making decisions or choices that will impact Forico and the Tasmanian community of which it is a part.

Adam CLAVELL

Metro Leader, Director Consulting Services
CGI

Adam joined CGI 15 years ago and is the Metro Leader for the Tasmanian office and a member of the Australian executive team for the Australian business. Adam moved to Hobart just over three years ago to take up a role running the Tasmanian business and now leads a team of over 85 people. He is responsible for the business development, service delivery, local member (employee) management and recruitment within the Hobart region. In this role, Adam manages the relationships with clients for both the businesses development and service delivery, ensuring high client satisfaction.

I joined the Tasmanian Leaders Program primarily to enhance my leadership skills and broaden my network, as I have only been in the state a few years and have made a commitment to call Tasmania home. I was not expecting the program to deliver the challenges it did. From the beginning I was challenged, and at times moved far beyond my comfort zone. This stretch was important, however, and with the backing of my Learning Set – and more broadly the other 23 participants of the TLP – I knew I was supported. There were many highlights throughout the year, including the high level of satisfaction delivering our Learning Set's Linking Session. I congratulate the program for delivering the three Residentials in such spectacular locations, which really allowed you to disconnect from the day-to-day

I have already trialled some of my learnings from the TLP in my interaction with clients, colleagues and teams. I get a real sense of satisfaction when they work and I can see their impact. But just as importantly when they don't, I feel the TLP experience has given me the awareness and self-reflective skills to recognise this and seek ways to adjust and improve. I expect the experience will be a slow burning one for me. I will not be surprised when, in a year's time, a TLP 'gem' will be required. For me leadership is about the journey, continuing to try new things and sharing ideas and views. I am looking forward to maintaining the momentum gained during the TLP and continuing to benefit from, and feed into, my TLP group and the Tasmanian Leaders Alumni.



"I expect the experience will be a slow burning one for me. I will not be surprised when, in a year's time, a TLP 'gem' will be required."





reflection has given me better insight into my values and I will focus my efforts to ensure I always live in accordance with these and present the best version of myself.



Claire CUNNINGHAM

Liaison Officer

AUSTRALIAN MARITIME SAFETY AUTHORITY

On entry to the program: Acting Manager Regulation and Licensing, Department of Health and Human Services

After studying at the University of Tasmania Claire spent some years working and travelling overseas. Most of Claire's professional career has been with the Tasmanian Department of Health and Human Services, most recently as acting Manager of Regulation & Licensing, whilst also enjoying a number of secondments advising government ministers on various portfolios. Claire has recently joined the Australian Maritime Safety Authority as a Liaison Officer, an exciting new role working with the Tasmanian maritime industry to realise the benefits of the national domestic commercial vessel reforms and improve the culture of commercial vessel safety in Tasmania. This role complements Claire's interest in sailing, much of her spare time is spent at the Royal Yacht Club of Tasmania where Claire is currently Rear Commodore.

The TLP has been a remarkable journey in many respects, from the initial trepidation and excitement of meeting everyone in Strahan, wondering what I had gotten myself into, to the final farewells at Cradle Mountain tinged with the feeling of bittersweet nostalgia. We met as strangers but left as friends, brought close by a melting pot of enjoyable, challenging, thought provoking, heart-warming and heart-breaking experiences. I feel humbled by the generosity of time and expertise that has been shared with us; every session was worthy. Gillian and Brian expertly facilitated three tremendous Residentials, skilfully weaving a mix of personal and professional development provoking both deep selfreflection and analysis, whilst also providing many handy 'tips and tricks' to use in the work place and in life. I feel privileged to have been part of this program, where the learnings are much more than writings on a whiteboard.

I'm sure I will continue to realise the benefits of this program for many years to come and draw on my learnings as a source of inspiration as needed. I hope to foster the genuine and meaningful connections I have made through the TLP, and continue our depth of conversation. Self-reflection has given me better insight into my values and I will focus my efforts to ensure I always live in accordance with these and present the best version of myself. I have learnt that personal leadership can be exercised in many different ways and in many varied settings. With renewed confidence in my own skills and abilities I know I have a valuable contribution to make. In the future I wish to be seen and known as one of the many passionate and talented Tasmanians motivated to give back and make Tasmania a better place.

Mark DICKINSON

Family Dispute Resolution Practitioner

RELATIONSHIPS AUSTRALIA TASMANIA

Mark grew up in Devonport and graduated from the University of Tasmania in 1995 with combined degrees in Arts and Laws. Following graduation he worked as a litigation lawyer in a private practice on the North West Coast of Tasmania for a period of six years. He then relocated to Sydney where he worked as a lawyer and legal consultant for nine years, including as a law practice principal. In 2010 Mark completed a Master of Dispute Resolution (Hons) and the following year left legal practice to work full time in mediation as a family dispute resolution practitioner (FDRP). Mark and his wife relocated from Sydney to Tasmania in 2012 in order to take up a position as an FDRP with Relationships Australia. In his current role, Mark assists separated couples to resolve disputes and achieve sustainable outcomes in relation to property settlement and future parenting arrangements.

The TLP has afforded me the opportunity to deeply reflect on my potential in leadership. We all have the capacity for leadership and this program has certainly given me the focus, skills and confidence to demonstrate greater leadership in my workplace relationships and in the community. It's been a fantastic opportunity to hear from and engage with Tasmanian leaders from a wide variety of backgrounds, including from government, industry, academia and the community sector. I feel privileged to have participated in the program, not only from a learning and development standpoint but also from the sense of community that has been fostered with the other participants and facilitators. A key element of the program is personal development, which at times has been challenging, and I think a unique process for each participant. The Residentials, facilitated by Brian and Gillian, were particularly engaging and valuable learning experiences for me.

The TLP has inspired me to be more authentic, outcome focused and values driven. I am looking forward to actualising greater leadership in my workplace and within the broader dispute resolution field. I aim to demonstrate leadership within the context of a contribution that is valuable and sustainable. Importantly, the program has given me greater awareness of self and of others and consequently the capacity to work more collaboratively with people. Even though the program has formally finished, there is a sense of a new beginning for me; a sense of expanded possibility. The TLP has given me a solid practical foundation for leadership as well as the inspiration to realise it with greater congruence and authenticity.



TLP has inspired me to be more authentic, outcome focused and values driven. I am looking forward to actualising greater leadership in my workplace...





"The TLP has already had a very sophisticated impact on the culture of my organisation..."



Matthew GEE

Managing Director

ISLAND WORKSHOP PTY LTD

After many years living in inner Melbourne, in 2009 Matthew returned to Tasmania with his young family. Matthew, his partner Tink and four boys have been juggling family life, further education and small business interests for some time. The family's move to South Hobart has been life changing — they now have more time, less commute and an ever expanding opportunity to become 'local'. Matthew is a carpenter, builder and design professional and has a desire to merge his skillset in high quality architecture to digital opportunities and a manufacturing environment. Beyond his time in the construction industry, Matthew has had a very broad set of experiences in the arts, training and community sectors, which he understands are deeply related to his capacities as a leader and innovator.

It has been an absolute honour to participate in the TLP.I am deeply appreciative of the 'time away' to reflect on my current experience of life, be challenged and explore how I conduct myself in relationship to 'others'. My business and personal lives are very full. The TLP's greatest gift to me has been a step out of the usual into a family of outstanding and very different people. The program offered a beautiful rhythm of well communicated concepts and time to break out, personally consolidating new thoughts through the intimacy of smaller groups. All our presenters and facilitators were amazing – this cannot be understated. The level of intimacy and trust that quickly developed within our group was remarkable.

The TLP has already had a very sophisticated impact on the culture of my organisation — as well as providing hands on tools and skills in language, communication and diagrammatic references to explore relationships. I'll be spending the next year exploring where I can distribute the learnings to my colleagues in a way that slowly expands the emotional intelligence of the businesses over which I share governance. There is also a part of me that is very hungry for a fresh new start, in a place where business culture has not yet formed. I will be looking to approach my new relationships with humility and patience. I began the TLP with a statement about a vision for a greater future for Tasmania — I have walked away with a much more personal understanding of my shared place within this.

Todd HENDERSON

Director/Architect

CUMULUS STUDIO ARCHITECTURE AND DESIGN

Recipient of the Cityprom Member Scholarship

Todd spent his youth riding skateboards in Launceston and tinkering in his dad's shed. Whilst he no longer rides a skateboard, he is still interested in tinkering and how things go together. Graduating in 2001 from the University of Tasmania with a Bachelor of Architecture with honours and as the recipient of the SWT Blythe Student Award, Todd is well recognised both within the profession and broadly in the local community for his commitment to architecture. He was the inaugural recipient of the Tasmanian Emerging Architect Award in 2010 and named 2012 'Future Leader' by the Property Council of Tasmania. Todd formed Cumulus Studio Architecture and Design with a business partner in 2011. They now have offices in Launceston, Hobart and Melbourne and employ 15 staff. Cumulus Studio is currently working on a range of projects in Tasmania and recently completed the Lake Saint Clair Pumphouse Point redevelopment.

I knew the TLP would challenge me and push me beyond my comfort zone, what I wasn't expecting was how much it would expose me to a deeper understanding of myself, on a professional and personal level. During the program I have experienced positive personal growth and am now very comfortable and confident being myself. I understand my actions and the influence and effect they can have on others. It was a privilege to be offered the opportunity to take part in the TLP and fully immerse myself once a month – away from work and family commitments. I have implemented a number of the tools gained during the program into my workplace, I understand the value of my staff and of having the right person on the right seat of the bus'. I regularly reflect on how lucky I have been gaining exposure to such a high calibre of presenters during the TLP, as well as the deep and long lasting friendships I have formed with an outstanding group of people.

I have learned the value of suspending judgement to make time to think and the importance of living in the moment, especially in regards to my family. The learnings will continue to manifest in me and I am excited by what may be revealed as I better understand myself, my values and my opinions. One of the reasons I applied for the program was to obtain a better knowledge of Tasmania as a whole. The TLP has introduced me to the immense potential we have in Tasmania and the equally immense challenges we face. With this information I know I must ask more questions in order to understand how I can assist in the creation of innovative, valuable solutions. I now know I not only have the skills to lead, but also the responsibility of helping lead Tasmania towards a positive, thriving future for all Tasmanians.



"The TLP has introduced me to the immense potential we have in Tasmania... With this information I know I must ask more questions in order to understand how I can assist in the creation of innovative, valuable solutions."





There is so much information to process that the learnings from this year will continue to reveal themselves

to me for years to come. **



Megan JOLLY

Electorate Officer

OFFICE OF SENATOR WHISH-WILSON

Megan studied theatre and education at the University of Tasmania and then taught drama. English and dance in Australia and England. Following time in London she moved to the United States and worked as a conference planner for a large medical association for several years. She returned to Tasmania in 2008 and undertook further study. In 2010 she worked as the Program Manager for Junction 2010, the Regional Arts Australia national conference that was held in Launceston.The conference included the inaugural Junction Arts Festival. In 2011 Megan graduated from UTAS with a Master of Contemporary Arts in Theatre. She is actively involved with local community theatre companies as an actor, director and producer. She is also the Deputy Chair of Mudlark Theatre and the Treasurer for the Friends of Theatre North. She currently works as an Electorate Officer for Senator Peter Whish-Wilson, Australian Greens Senator for Tasmania.

The TLP has provided me with an amazing opportunity to meet 23 incredible people who I have had the privilege of sharing the journey with. One of most powerful aspects of this program is the diversity of the participants who are selected every year and the 2015 TLP was no exception. Add to that the amazing Residential facilitators, Gillian and Brian, our awesome program manager Shona, and the incredible speakers we heard from throughout the year, and you have a potent mix that resulted in many 'aha!' moments and some deep reflection for me. There is so much information to process that the learnings from this year will continue to reveal themselves to me for years to come.

A key feature of our Residentials was discussion around working strategically. I found this truly inspirational and plan to utilise a lot of the concepts both in my professional life and in the work that I do with community theatre groups. It was very empowering to realise that you can 'be the change you want to see'. Such a simple concept, but so accurate and so achievable if you decide that is what you are going to do. Another key learning for me during the TLP has been that you can be a leader no matter where you are in an organisation. The TLP was a great reminder that we all need to contribute in a meaningful way to all the work we do; professionally, as volunteers and in our personal lives. I plan to keep that thought foremost in my mind as I continue my leadership journey.

Danielle KIDD

General Manager, Cradle Coast Campus

UNIVERSITY OF TASMANIA

On entry to the program: School and Community Manager, Rural Clinical School, University of Tasmania

At the start of her TLP journey, Danielle Kidd was the School and Community Manager for the Rural Clinical School at the University of Tasmania. During the year, Danielle was promoted to the position of General Manager of the Cradle Coast Campus of the University. Based in Burnie, Danielle is passionate about the North West Coast of Tasmania and is committed to raising the aspirations of young people in this region through her work at the University and her volunteering activities. Danielle was born and raised in Burnie but spent several years in Victoria, where she was the manager responsible for executive government processes, such as cabinet and legislation, for the Victorian Government. Prior to this, Danielle worked in ministerial and electorate offices in Tasmania. Danielle has a Bachelor of Arts (Hons) and a Master of Public Policy and Management.

Being selected to participate in the TLP has been one of the greatest opportunities in my life. It has been incredible to learn from such a diverse group of inspirational people. From the other participants to the guest speakers, members of the Alumni to Brian and Gillian, I have been constantly challenged to think differently about myself, others and the issues affecting Tasmania. I have gained a better understanding of my beliefs and behaviours through challenging and thought provoking discussions. My confidence has grown. The supportive and caring environment created by all the participants is a highlight of the program.

The program has already had an impact on my professional life when, towards the end of 2015, I was appointed to the role of General Manager, Cradle Coast Campus at the University of Tasmania. As this role is fairly new, I am really looking forward to the contribution I can make with my newly developed skills, personal insights and understanding of the issues we discussed throughout the program. I also learned that leaders need time to think, so I hope to bring more thoughtfulness to my decision-making in the future.



"I have been constantly challenged to think differently about myself, others and the issues affecting Tasmania."



Personally,
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my continuing journey.



Ross LAMPLUGH

Chairman

OCHRE HEALTH GROUP

Ross is co-founding owner and Chairman of the Ochre Health Group, which operates 35 medical services in six states and territories in Australia, and is Australia's largest rural medical recruitment company. Ross has twenty years of clinical and medical management experience, including ten years as a GP Anaesthetist in remote Australian communities, Medical Superintendent at Palm Island Hospital and Deputy Director of Medical Services at the Royal Hobart Hospital. Ross' key strengths are in critical assessment and solution generation, mediation, governance and business planning. Ross' current directorships include Chairman of Ochre Health Group – including Ochre Health Pty Ltd, Ochre Recruitment Pty Ltd and Ochre Health Foundation – and Director and Member of the Finance and Executive Committees at Ulverstone Golf Club. Ross is a graduate of the Australian Institute of Company Directors, and a voluntary instructor and director of Advanced Paediatric Life Support courses. He has a wonderful wife and three beautiful and talented daughters.

The TLP was for me, quite simply, life changing. I was challenged in ways I had rarely been before. I made some amazing friends and lost a best mate - you really were one of the good ones Nath. My journey involved being slowly dissected; made aware of my weaknesses; and for a period doubting my ability to be the leader I want to be. However, the TLP also rebuilt me. It gave me tools to improve my performance and to tackle those areas letting me down, and my co-participants gave me the confidence to resume my journey stronger and more capable. There were a number of turning points and quite a few 'aha!' moments. The value of diversity in groups was really brought home to me. The 'Difficult Conversations' session by Justine McDermott has made an extraordinary difference to how I interact - particularly in stressful situations. And the challenge to react humbly from Gillian at the last Residential felt a bit like a gentle tap from a sledge hammer!

Post the TLP? Well I should get more sleep — as those 2.00 am mornings were starting to add up! I now have a much better grasp of the issues and challenges facing Tasmania and am aware of many inspirational Tasmanians who give me the confidence that Tasmania will face those challenges and grow and prosper. Personally, I have gained knowledge and tools that should equip me for the next stage of my continuing journey. Let's hope I can use the gifts I have received from the TLP for the benefit of my family, business and Tasmania.

Catriona MACLEOD

Deputy Centre Head (Fisheries & Aquaculture Centre)

INSTITUTE FOR MARINE AND ANTARCTIC STUDIES

Sponsored by the University of Tasmania

Associate Professor Catriona Macleod is an applied environmental scientist at the Institute for Marine and Antarctic Studies, University of Tasmania. She has a passion for working collaboratively with resource managers and other stakeholders to identify ways to improve environmental conditions in our coastal systems. The ways we engage with our coasts are many and varied; we live, work, play and fish in and around our coastal areas. Understanding the potential for impacts is key to ensuring the wellbeing of our marine systems. In order to ensure that scientific advice is relevant and applicable requires scientists to understand the social, economic and broader management context of the various stakeholders. Consequently, over the last ten years Catriona has been actively pursuing a range of initiatives to markedly improve science communication and community engagement.

Several colleagues had encouraged me to apply for the TLP, but previously there had always been some impediment. I am so glad everything came together this year - this has been an incredible journey. There have been many highlights; my understanding of Tasmania and the issues we face has increased exponentially, as has my awareness of the amazing resources we have in this state - particularly the human capital. There is a level of innovation in Tasmania that is truly inspiring. The TLP provides a remarkable balance of skills and selfawareness, giving not only the skills but also the personal insights that enable each individual to utilise those tools most effectively. That said, the best part for me was the opportunity for self-reflection, which enabled me to stop and think about where my strengths and weaknesses could be most effective, for my personal ambitions, my organisation and Tasmania.

The TLP 2015 has definitely lit a fire. Being part of the program has helped me clarify personal and career goals. I have a much better appreciation of how to be an effective leader. The TLP process has taught me to respect and value difference, and the many different ways you can be a 'leader'. I understand there are times when the most effective strategy is to lead from behind. I can see the strengths in others and how I can help develop those. The TLP has enabled me to better understand many of the issues facing Tasmania. I look forward to helping the University achieve its goals of improving educational outcomes and community engagement in Tasmania; I certainly feel better equipped for that task. I know the incredible friendships and connections I have made through the program will be there to support me.



"TLP process has taught me to respect and value difference, and the many different ways you can be a 'leader'."





faces many challenges, yet the resounding message learnt this year was clear; we need progressive, innovative and positive leaders to help drive this state forward.



Amanda MASON

Executive Officer

NORTHERN MIDLANDS COUNCIL

Recipient of the Regional Development Australia — Tasmania Scholarship

Amanda has been the Executive Officer at the Northern Midlands Council since March 2014. Originally from a farming background, Amanda enjoys working for a municipality where agriculture is the primary industry. Working within the Governance department, Amanda's role is varied. She works closely with the Mayor and General Manager, manages Council's commercial leases, municipal swimming pools, policies and is the primary contact for compliance issues for events held on Northern Midlands Council property. Prior to commencing work with the Council Amanda practiced as a solicitor in a Launceston law firm for three years, specialising in civil litigation. Moving from private business to local government has been a big change for Amanda, however, she is enjoying the move and in particular enjoying working closely with the community.

I thoroughly enjoyed my Tasmanian Leaders Program experience. The program gave me the opportunity to meet 23 diverse people from all different walks of life; people who I doubt I would meet if it wasn't for the program. I loved how much I learnt about Tasmania during the year. There is so much innovation and good work happening in this state that I had no idea even existed. Quite often I was left feeling humbled by what people and organisations are achieving in Tasmania. The 'can do' attitude and determination displayed by industry leaders in this state is both amazing and extremely motivating, driving me to endeavour to achieve more. Having said that, Tasmania faces many challenges, yet the resounding message learnt this year was clear; we need progressive, innovative and positive leaders to help drive this state forward.

I'm not sure where the Tasmanian Leaders Program journey will lead me next. I have learnt a range of skills and tools that I will value and use well into the future. The program has certainly reignited my passion for Tasmania and in particular the region in which I live. I see so many opportunities surrounding us, it just takes the right group of people to harness that opportunity. I have no doubt that the Tasmanian Leaders Program will lead to many opportunities for me in the future. I look forward to those experiences when they arise.

Emma MATUSZEK

Assistant Manager – Communications and Marketing
DEPARTMENT OF PREMIER AND CABINET

On entry into the program: Communications Consultant, Department of Premier and Cabinet

Emma is a communications specialist who is highly motivated and driven to achieve success. She currently works in corporate communications for the Department of Premier and Cabinet and uses specialist communication skills to ensure that Tasmanians are aware of their responsibilities, obligations and entitlements in relation to Tasmanian Government services and programs. Emma has extensive experience in developing strategic communications plans, implementing internal communications strategies, delivering events and managing behaviour change campaigns. Some of the highlights of Emma's career include event managing a state reception for the Prince of Wales and the Duchess of Cornwall and managing media for the Chinese President, His Excellency Mr Xi Jinping's 2014 visit to Tasmania. Emma holds a combined Commerce and Science degree from the University of

I feel incredibly fortunate to have participated in the Tasmanian Leaders Program. It's given me the opportunity to learn more about myself, and the time to build and reflect on these insights over the course of a year. It has been an incredibly rare and valuable experience. I now have a better understanding of our state, which was one of the key reasons I applied for the program. However, it is the subtle, unexpected things I've gained that will have the biggest impact. For example, I had a 'light bulb' moment when I realised it's not someone else's responsibility to have a vision for Tasmania, or someone else who has the ability to make change; the ability to make a difference is in all of us. In that sense the TLP has been quite empowering! I was also pleasantly surprised by the way our TLP group bonded over the year as I didn't expect this to happen in such a diverse group!

The TLP has challenged the way I think and approach situations and has given me tools and strategies to move forward in my career and as an active community member. What I've learned during the TLP has given me confidence; I will now be able to take on challenges that in the past I might have shied away from because I thought they were too difficult. I love that I now have a great network of fellow participants whom I can call upon for assistance or to simply share a cuppa! Not to mention the broader Tasmanian Leaders Alumni and the inspiring people who shared their experiences with us over the course of the year. The TLP has opened my mind to potential career paths and opportunities I hadn't been considering before. It has made the future seem more exciting and I've realised this is still the beginning of my journey!



"I had a 'light bulb' moment when I realised that it's not someone else's responsibility to have a vision for Tasmania, or someone else who has the ability to make change; the ability to make a difference is in all of us."



66 Be better. **



Nathan MCDONALD

On entry to the program: Capital Works Manager, Hobart International Airport

The late Nathan McDonald moved to Tasmania in 2013 to take up a position at Hobart International Airport as Capital Works Manager. Nathan and his family had always wanted to live and work in Hobart and so initiated the move from Victoria where he had been Regional Community Work Program Manager at the Department of Justice. Nathan had a strong commitment to community. In Victoria he worked with Yarra Community Housing as project manager, and since moving to Tasmania he affirmed his commitment to working for the benefit of the Tasmanian community. Nathan was a committed husband and father and he had a lasting positive impact on those around him.

Nathan commenced the TLP in a cautious, quiet and unassuming way. His passion for leadership, growth, fun and, importantly, his family became evident very quickly. From the first day at the Strahan Residential he demonstrated an innate ability to bring people together and make them feel comfortable, and this was a continuing theme for the TLP throughout the year.

Nathan's confidence grew noticeably over the course of the TLP and his ability to ask considered and insightful questions of guests and other participants was an important and valued contribution to the group's learning and development. He was perceptive, open and honest. He often reflected with others on the value of the TLP, and regularly expressed his appreciation for the opportunity to participate.

Nathan was an exceptional person who had a very precious impact on the TLP9 group. He will be remembered with much love and appreciation for the genuine and wonderful person that he was.



Amy PARKER

Leader Financial Analysis and Reporting TASMANIAN NETWORKS PTY LTD

Amy commenced her professional career as an undergraduate accountant with KPMG in 1999, before moving to the electricity industry and taking up a role with Aurora Energy in 2004. Since then Amy has held various accounting and leadership roles. In 2014 she took on the role of Leader, Financial Analysis and Reporting with TasNetworks, the newly formed electricity and telecommunications networks services business. Amy is a Chartered Accountant and currently leads a team of thirty who work across multiple finance and business service roles. Amy is a passionate Tasmanian who strives to bring out the best in those that she leads.

The TLP has been a truly wonderful experience. I entered the program not knowing what to expect, hoping that it would be worthwhile both professionally and personally. What I walked away with is much more. I now have a greater appreciation of this beautiful state, the challenges we face and the many opportunities right here on our doorstep. It is hard to explain to people exactly what it is about the Tasmanian Leaders Program that makes it so unique. It's the whole package, from the high calibre of speakers who kindly give up their time, to visiting some of the wonderfully innovative businesses around Tasmania. A lasting memory for me will be how touched I felt during our community day. The reality hit home as we explored some of the issues impacting Tasmania here and now. The TLP continually challenged me to be open, explore my values, learn to appreciate my strengths and develop strategies to manage my weaknesses. This experience will no doubt help me to become a better leader, wife and friend to those around

I would like to thank my fellow TLP participants for sharing this experience with me. What a group of talented and inspiring people. I could not have anticipated such a connection and friendship would form over such a short period of time. I now know what it truly means to be a leader and the responsibility that comes with the opportunity. It is our role as leaders to shape and influence the future direction of our state. I will always be thankful for the privileged opportunity that I was given to undertake the TLP and be the inaugural TasNetworks' participant. I now feel a more rounded leader and I am excited about what the future may hold. I look forward to continuing my journey with the Tasmanian Leaders Alumni and will be looking for opportunities to provide a valuable contribution back to the Tasmanian Community.



"I now know what it truly means to be a leader and the responsibility that comes with the opportunity. It is our role as leaders to shape and influence the future direction of our state."



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already seen a change in how I behave in work situations and I hope to continue drawing on all the fantastic experiences...



Nicky POLLINGTON

Mining and Geotech Strategy Group Leader

PITT&SHERRY

On entry to the program: Senior Geologist, pitt&sherry

Nicky joined pitt&sherry in 2012 as a geologist in the mining team and is now the Mining and Geotech Strategy Group Leader. She trained at the University of Tasmania, Australian Research Council Centre of Excellence in Ore Deposits (CODES) and always had a keen interest in unusual projects and places. She started her career in the Tanami Desert and has worked in various places including remote Western Australia, the Northern Territory, Tasmania, Cyprus, Uganda, Zambia, Papua New Guinea and the Philippines in various geological related fields. These include exploration, open pit and underground mining, construction, processing and geothermal energy. She has a broad skill set and has always enjoyed a challenge whether it be due to the project, location or environment.

I have found the TLP experience to be unexpected, inspiring and somewhat indescribable. I have been continuously surprised by the many things about Tasmania and the Tasmanian community of which I have been unaware, and how interested I am in these things once given a taster. I went into just about every Linking Session thinking that the subject would be interesting but not particularly relevant to me... but came out of every one inspired and keen to know more. I feel humbled and very privileged to have had the opportunity to learn from so many people, particularly my peers in the group. Every person in the group has taught me many things, and they have each shown me insight into myself that has, on more than one occasion, taken me by surprise.

In the future I aim to continue to develop the skills that I have gathered during the year. I hope to be better at many things and I know this will come with awareness and practice, knowing that I won't get it right all the time. I have already seen a change in how I behave in work situations and I hope to continue drawing on all the fantastic experiences from Brian and Gillian, TLP9 and the eclectic group of speakers who gave their time to share their knowledge. I also go confidently, knowing that I have a strong team of fellow travellers who will support me when I need it.

Christopher RAYNER

Lecturer in Inclusive Education

UNIVERSITY OF TASMANIA

Chris has taught a range of subjects in teacher education courses at both Bachelor and Masters level and is overseeing the University of Tasmania, Faculty of Education's new postgraduate courses in inclusive education. Chris was an Executive Committee member of the Australian Clearinghouse for Youth Studies (ACYS) and is currently a Director on the Board of Christian Schools Tasmania (CST). He has been the Faculty of Education Research Ethics Coordinator as well as a member of the Social Sciences Human Research Ethics Committee and will be taking on a role as Research Integrity Advisor within the University from 2016. As well as a particular interest in learning and teaching for students with Autism Spectrum Disorder (ASD), Chris' current research interests relate to equity and engagement in education across the lifesban.

The TLP has provided incredible opportunities to challenge my assumptions, broaden my perspectives, and enlarge my vision for the future of our state. It has highlighted the impact personal growth can have upon my development as a professional. I felt privileged by the generosity of the facilitators and speakers who shared their expertise and their lives. The program has given me new concepts, models, and language to understand people and to offer authentic, strategic, and effective leadership in the University context and beyond. The real sense of connection with a group of high calibre participants has enriched my life immeasurably.

It will take years to really unpack and apply what I have learned during the TLP experience. There will be many things I will do differently as a result; plan more strategically, communicate more passionately, lead more professionally, relate with more empathy, connect more authentically, and contribute more meaningfully. I will also endeavour to take more time to think and to work from my strengths. The program has fuelled my optimism for Tasmania. It has affirmed my beliefs about the value of diversity and the power of community. I am better equipped to focus on priorities, align my work with my values, and to invest in others towards a shared destiny. Engaging with the Alumni and continuing to meet up with fellow TLP participants on a social level is certainly on the agenda.



"The TLP has provided incredible opportunities to challenge my assumptions, broaden my perspectives, and enlarge my vision for the future of our state."





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Nick STEEL

Rural Affairs Manager

TASMANIAN FARMERS & GRAZIERS ASSOCIATION

Recipient of the NRM North, NRM South and Cradle Coast NRM Scholarship

Nick is the Rural Affairs Manager for the Tasmanian Farmers & Graziers Association (TFGA). Nick has worked at TFGA for over ten years, undertaking various roles including policy, commodities and projects. He is responsible for providing high level advice and analysis directly to the CEO. Nick has completed a Graduate Certificate in Plant Biosecurity, a Diploma of Banking and Finance and an Advanced Diploma of Farm Management. He is currently a director with TQA Australia. Nick also cherishes time with his family, and proudly calls Tasmania home.

From the nerve racking first day at Strahan, to the emotionally charged closing at Cradle Mountain, it has been a journey I will never forget. The program was much more about personal growth than I expected, giving me insight into who I am. A highlight was the invaluable interactions with my fellow TLP 2015 participants. To have the opportunity to undertake honest and open conversations with my peers has been humbling, and real friendships have been forged. The TLP has taught me that leaders are simply people who make things happen, who are willing to speak up, who see a need and put their hand up, taking others along with them. Lastly, a good phrase relating to introverts that I like is - 'Introverts, open up your suitcase and share what you have'. So for the future, I will look to ensure that my voice is heard.

My first challenge is to work out what I enjoy doing, to be honest about what matters to me, think about who I want to be and what really gives me satisfaction. There were life changing moments during the TLP year that have given me insight to what is important to me now and that is to spend more time with my wife and two beautiful children. I am going to capitalise on what I've learned and plan for a future with a work/life balance that is right for me. The journey has just started with Tasmanian Leaders, now it is up to me to make a difference for myself, my family, my career and Tasmania.

Damien STRINGER

Operations Manager

MARINOVA PTY LTD

Damien is an avid supporter of value-added industry in Tasmania and has built a career working with innovative Tasmanian enterprises. Having spent his childhood on a farm in Tasmania's beautiful North West Coast, Damien worked with Botanical Resources Australia before completing a PhD in Chemistry at the University of Tasmania. He joined Marinova Pty Ltd in 2008 and has spent the past seven years commercialising unique bioactive extracts for the betterment of human health. As Marinova's Operations Manager, Damien couples his technical expertise with his consultative approach to lead the laboratory, processing and research teams. Damien joined the Tasmanian Leaders Program upon the completion of a two year term as the President of the Tasmanian Branch of the Royal Australian Chemical Institute.

I've found the Tasmanian Leaders Program to be a fantastic balance of community learnings, inward reflection and peer-to-peer networking with the exceptional participants who embarked on the TLP journey with me. I finish the program with more confidence, self-awareness, a deeper understanding of the issues facing Tasmanians and with a network of peers who share in these insights. Through participation in the Tasmanian Leaders Program, I have a much greater understanding of the unique qualities we all have to offer, and how we can best work together to capitalise on our individual strengths. I have been inspired by stories from Tasmania's highest calibre leaders, who have both challenged and empowered me to broaden my influence and contribution to Tasmania.

I move into the next phase of the TLP journey much more attuned to my values, and eager to work with those passions in both the commercial and community sectors. I envisage a future self who is much more outcome focussed – in all walks of life – with clearer strategic thought processes to achieve these goals. I have gained an invaluable support network of capable leaders who will be eager to assist in taking action. I leave the TLP with renewed confidence to take a stand and exercise leadership, whilst working with the strengths of those around me to achieve much more than I previously thought possible – for myself, my community and for Tasmania.



"I leave the TLP with renewed confidence to take a stand and exercise leadership, whilst working with the strengths of those around me to achieve much more than I previously thought possible – for myself, my community and for Tasmania."





for me is about opportunities; seeking them out, recognising them when they arise and taking advantage of them (however scary that might be!).



Alison TURNER

Department Manager Strategic Policy and Government Relations

TASWATER

On entry to the program: Department Manager Regulation and Pricing, TasWater

Alison entered the TLP as part of TasWater's senior management team, with lead responsibility for development of the business' price and service plan. She is an economist by trade and spent the early years of her career working in various roles in the Tasmanian Department of Treasury and Finance. A highlight of Alison's career is the time between 2010 and 2014 spent working as an adviser to the then Tasmanian Deputy Premier on energy and water matters, and her involvement in major reforms and projects in both portfolios. Family is of the utmost importance to Alison and she values their love and support with the highest regard. Alison moonlights as a tap dance teacher; finding value and fulfilment in her students' learning, growth and development as both dancers and people. Alison is a passionate Tasmanian and strives to make a difference in whatever she does.

The TLP has been an incredibly positive experience for me and I'll forever be grateful to those who afforded me the opportunity to participate. It's been a year of many things - being challenged, consolidating and expanding on existing skills, connecting with new and genuinely wonderful people, laughing and having fun, change, loss, reflection, discovery, and learning more about and exploring our great state. And that's just to name a few! I have learnt much as a result of the TLP, which has helped to build on my strengths. It has helped me to understand more about myself and others, and has given me the opportunity to clearly articulate my key drivers and what matters most to me. It has allowed me to know (which helps me to manage) in what state or circumstances I am most comfortable and where I default to under pressure. Having awareness of these things is a critical part of building and maintaining relationships, which I strongly believe is integral to one's success and happiness.

Life after the TLP for me is about opportunities; seeking them out, recognising them when they arise and taking advantage of them (however scary that might be!). I plan to use the tools I've developed in the program and practice for unconscious competence. I also want to keep learning and make more time to think and plan. I want to work with great people in businesses where I can make a difference. I am now able to say that in any future workplace I need values alignment, autonomy, diversity, trust, and the opportunity to have some fun. Keeping my perspective fresh is a priority, as is always remembering what is important. Above all else, after the TLP I will be channelling my good friend Nath to "Be Better" in all facets of my life, particularly for those people who matter most to me.

Steve WIGGERS

Co-Founder and CEO

SCALA INSTITUTE

Recipient of the Tasmanian Leaders Small Business Scholarship

Steve is the Co-Founding Director and CEO of Scala, proudly working with over 1000 Tasmanian employees (in the retail and business to business sales sectors) to deliver practical training outcomes that optimise performance and enhance growth opportunities for both business and participants. Steve believes that good business is founded on a principle of strong 'mateship' where all parties work hard to deliver on their commitments, strive to help each other succeed and, most importantly, enjoy the journey! Living Scala's values of 'playful, inspiring and constant improvement', Steve puts the Scala team first, empowering them to form strong relationships with Scala's clients and to create lasting outcomes in everything they do. He believes that successful companies today must achieve their purpose with a primary focus on clients' needs and a company culture of constant and never-ending improvement. An innovative leader, Steve empowers and serves an amazing team at Scala and the business community at large.

The Tasmanian Leaders Program has been the development program that delivers the most impact of any I have experienced. The TLP significantly impacted who I am as a leader, a manager, a colleague and a friend. I've gained a deeper understanding of how Tasmania operates and, more importantly, what I can do to influence positive change across the state. Sometimes it's difficult to articulate what you 'get out of the TLP', but there's no doubt spending a year with the diverse range of participants has provided the greatest lessons of all. I gained fascinating insights into our personalities and learned, through increased emotional intelligence, how we can influence (or not) the people around us. This has helped me engage and communicate more effectively with my team, my clients, stakeholders and even my family and friends. I feel more confident and energised, which allows me to achieve more on a daily basis.

2015 was one of the most challenging years for me personally and professionally, but it was also filled with some of the best moments and achievements I've ever experienced. The TLP helped me through the year and since the last Residential I've had incredible momentum and energy in everything I do. There's no doubt that the TLP has had a profound impact on all aspects of my life, from how I engage with the people around me and my clarity of purpose to my desire and belief that I will continue to make an impact across Tasmania and the rest of the country. Scala is impacting hundreds of lives, the team is growing and I'm confident of where I'm leading the organisation into the future!



"I've gained a deeper understanding of how Tasmania operates and ... what I can do to influence positive change across the state."





As a result of the TLP I have a greater understanding of how different, yet similar we all are.



Ellen WITTF

Associate

SGS ECONOMICS AND PLANNING

Ellen is an Associate at SGS and has worked across Australia and internationally. She is one of the company's leaders in housing policy, climate change adaptation and mitigation. SGS is a membergoverned college of professionals that shapes policy and investment decisions to achieve sustainable communities, places and economies. Ellen has over seventeen years of experience in consultancy as well as a Master of International Economics & Economic Geography (Hons) and a Bachelor of Human Geography. She has extensive experience in impact assessments, financial feasibility studies, cost benefit analyses and strategic assessments of arts, tourism, education and cultural facilities and various land use projects. Ellen has advanced skills and experience in strategic policy advice, stakeholder engagement, workshop facilitation and consultation. Ellen migrated from the Netherlands in 2006. Since this move, Ellen and her husband have gone from living in a tent to building their own house and raising two beautiful children while also pursuing Ellen's passion and career at SGS.

The TLP has been a great experience for me. Upfront I really did not know what to expect. I have had many 'Aha!' moments throughout the year, and have unconsciously found myself applying the concepts and processes I have learnt. I have started to walk the walk and talk the talk. The participants of the 2015 TLP are a great group and some real and lasting friendships have been made. Our Learning Set is there to stay and I look forward to continuing to share and learn with this group of amazing people. One of the biggest concrete changes I have made because of the TLP is that I have found myself a mentor outside of the firm I work for. Before the program I would never have gone out and asked someone to be my mentor. So that's quite a milestone for me.

From here on I hope to continue to grow and lead within SGS. I have also made my first steps towards getting involved (again) with community based activities. As a result of the TLP I have a greater understanding of how different, yet similar we all are. I recognise I can be (and maybe already am) a role model for young aspiring colleagues and friends. This is now a role I feel comfortable in, and a responsibility I am pleased, and honoured, to carry.

Angela YAO

Business Development Manager

TASMANIAN IRRIGATION / DEPARTMENT OF PRIMARY INDUSTRIES, PARKS, WATER AND ENVIRONMENT

Sponsored by Tasmanian Irrigation

Angela Yao is the Business Development Manager working with the Department of Primary Industries, Parks, Water and Environment, and Tasmanian Irrigation. She is also holds several honorary positions including the Executive Officer of the Australia China Business Council Tasmanian Branch and the Deputy Secretary of Chinese Professional Association of Tasmania. Angela moved to Tasmania from Shanghai, China in 2011. As an energetic member of staff in the Tasmanian Government, Angela currently plays a key role in facilitating long term relationships between Tasmania, China and other countries. She also has extensive experience in financial and business consulting, management, accounting, auditing and international trade in private sectors. She is passionate and committed to multiculturalism and social inclusion.

2015 has been a special year. I have found the Tasmanian Leaders Program to be a lifelong journey to find out who I am and to pursue a better 'Me'. I feel privileged to be part of the TLP family. As a new migrant to Tasmania, I am exploring a different lifestyle and career path, through which I can contribute more to the State. The TLP has helped me understand myself, increase my confidence, strengthen self-awareness and has challenged me to move beyond my comfort zones. I started my adventures in the public sector and in the TLP at the same time. It has not been an easy or smooth journey and there have been many struggles, self-doubting moments and ups and downs. The magic part is that I now feel clearer about myself and my value. The longer I am with the TLP family, the more connected I feel. It is hard to describe how much the TLP has impacted on my life and leadership style. I would like to sincerely extend my gratitude to Shona, Angela, Ginna Webster and the Tasmanian Leaders Board.

The TLP has nurtured and encouraged me with enormous learning experiences. I would like to view the TLP as the starting point of my leadership journey. As a personal old friend, Tasmanian Leaders will be great company in my life and career. I now have greater confidence settling down in Tasmania and devoting myself to the State, being more valuable and engaged. The TLP has also paved the way for a long-term commitment to the public sector, with a more open mind. I look forward to continuing my leadership journey with my fellow participants and all the Tasmanian Leaders Alumni. I have a strong belief in broadening my landscape and contributing more to my second home —Tasmania.



The TLP
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and encouraged
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TLP9 LEARNING SET PROJECTS

BRUNY ISLAND QUARANTINE STATION STRATEGIC PLAN AND SCHOOLS PROGRAM

Members: AMANDA MASON, TODD HENDERSON, NATHAN MCDONALD, MATTHEW GEE, ADAM CLAVELL, EMMA MATUSZEK

Project Vision: To provide Bruny Island Quarantine Station with a clear and achievable strategic plan that will directly impact both visitor numbers and investment in the Station, and develop an educational program to encourage schools to visit the site.

Project Update: The project will provide a clear strategic direction for the Bruny Island Quarantine Station, as well as an avenue for educational opportunities for schools. The strategic plan will provide a foundation for the Friends of Bruny Island Quarantine Station to attract greater visitation numbers to the Station and in turn greater investment. As a result, the Station will be seen as a key destination for visitors to Bruny Island and also as a great educational opportunity for schools.

The project started when the Friends of Bruny Island Quarantine Station (FBIQS) approached Tasmanian Leaders for assistance to support the construction of a 3D model to enhance the artefacts on the site. When the 'Urban Legends' project team started exploring this opportunity with FBIQS it was clear that this site, which was established as a quarantine station in 1884, was growing in popularity as a tourist destination. To support this growing demand and to ensure that this unique part of Tasmanian history is retained the 'Urban Legends' decided to focus on a five year strategic plan and importantly a schools program to enable the next Tasmanian generation to experience and appreciate the site.

INVERMAY PRIMARY SCHOOL BREAKFAST PROGRAM

Members: ALISON TURNER, ANGELA YAO, DAMIEN STRINGER, MARK DICKINSON, MEGAN JOLLY, NICK STEEL

Project Vision: To increase the physical and mental health, and improve educational outcomes, for students at Invermay Primary School by providing those students in need with a nutritious breakfast.

Project Update: Invermay Primary School is the only public school in the northern suburbs of Launceston that does not have a breakfast program. The school has approximately 270 students and its measures for socioeducational advantage are lower than the national average. Following discussions with our Learning Set, the school's principal provided his in-principle support for implementing a free, or nominal cost, daily breakfast program at the school

Student and parent surveys were undertaken in December 2015 in order to assess the need for the breakfast program and to engage consultatively with key stakeholders. Teachers at the school assisted students to complete their surveys during allocated class time. The results of the surveys and the next steps to implement the program were discussed with the school in early 2016. Our objective, having established the school's need, is to introduce the program during 2016, supporting partnership arrangements with local businesses and/or secured sponsorship or funding. We anticipate the school will assume full management of the program in the second half of the year and the principal has indicated there is capacity for this to occur.





PROMOTING PARTNERSHIPS WITH THE MARINE DISCOVERY CENTRE

Members: CATRIONA MACLEOD, STEPHEN CLARKE, ROSS LAMPLUGH, AMY PARKER, NICKY POLLINGTON, CLAIRE CUNNINGHAM

Project Vision: To improve the level of investment and school and community engagement with the Marine Discovery Centre (MDC) by meeting identified needs through the application of Learning Set strengths and leadership competencies.

Project Update: The objective of the project is to provide a model which the MDC can use now and in the future to improve the level of both school and broader community engagement and investment. This will be achieved through the application of specific Learning Set strengths and leadership competencies developed through the TLP.

The Learning Set has identified that the MDC is having difficulty attracting school groups to attend the centre for a variety of reasons. The key deliverable of the project will be the development of a sponsorship model which can be applied to a range of identified stakeholders. The model will outline the value proposition for potential sponsors and promote the benefits of contributing financially to MDC projects. It will also identify the options for potential sponsorship and tax deduction opportunities. The model will be structured such that it can be readily adapted to accommodate different stakeholders and organisational changes over time.

CAREER MENTORING FOR TASMANIAN SECONDARY SCHOOL STUDENTS

Members: GARTH BARNBAUM, ARCHANA BRAMMALL, DANIELLE KIDD, CHRISTOPHER RAYNER, STEVE WIGGERS, ELLEN WITTE.

Project Vision: To connect Tasmanian Leaders Alumni with Tasmanian secondary school students for career and leadership mentoring through real world connections that inspire and support young people to stay in school, develop a career path and chase their dreams.

Project Update: The members of the 'Team Tassie' Learning Set have a shared passion for helping young Tasmanians develop their aspirations. Together they want to provide young Tasmanians with access to as many tools as possible to explore their futures. This project aims to connect young Tasmanians with Tasmanian Leaders Alumni to provide career and leadership mentoring. The career mentoring project is being undertaken in partnership with the Beacon Foundation and with funding made available by a Foundation for Rural & Regional Renewal (FRRR) ABC Heywire Youth Innovation grant.

The Alumni database will be modified to be more engaging and easy to use for a young person to search for a mentor. Alumni who have agreed to volunteer as mentors will be identified in the database.

Team Tassie will design and implement a marketing and communication strategy. They will assist Alumni mentors through the provision of an induction package on mentoring in this context and manage the Working with Children registration process. They hope their fellow Alumni will be as excited and engaged about the opportunity to make a positive contribution to raising the aspirations of young Tasmanians.





EMPLOYER TESTIMONIALS

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



This is the first year that Marinova has sponsored one of its employees through the Tasmanian Leaders Program. The program

taught critical thinking and strategic planning at a level that was practical, relevant and could be readily adopted in our workplace. Damien Stringer's participation in the program has resulted in immediate and obvious productivity gains at Marinova. It has contributed to a heightened awareness of our company's strategic advantages, particularly in the areas of innovation and commercialisation of novel technologies.

Many of the skills and learnings acquired by Damien have already been implemented at Marinova and the immediacy and extent of the benefits for our company has been nothing short of remarkable.

As a sponsoring employer – and putting aside the obvious personal growth opportunities that the program delivers to its participants – the Tasmanian Leaders Program represents an excellent return on investment.

I recommend it to any organisation seeking to empower its key personnel with leadership skills that will take them to the next level.

PAUL GARROTT – CEO & MANAGING DIRECTOR, Marinova Pty Ltd



With medical centres and Australia's largest rural medical recruitment business located in Tasmania, Ochre has a strong interest

in the State. Dr Ross Lamplugh, co-founder and chairman of the Ochre Health Group and resident of Ulverstone in North-West Tasmania, participated in the 2015 Tasmanian Leaders Program.

The education, mentorship and networking provided by the program helped to develop Ross' leadership skills and understanding of the Tasmanian business, political and social environment.

The knowledge and skills he gained through the course have greatly benefited Ochre, and are evident in his improved leadership of the Board. Such is the regard with which the program is held within Ochre that we have encouraged our General Manager of Recruitment to participate in 2016.

JOHN BURNS – CEO, Ochre Health Group



Tasmanian Networks
Pty Ltd (TasNetworks),
in its inaugural year,
was very pleased to have
Amy Parker involved
in the Tasmanian

Leaders Program. It has been a great learning and networking opportunity for Amy and has provided her with an extensive network of contacts. Amy has also significantly developed her own leadership style and approach.

Her newly acquired skills will be invaluable not only to Amy's team but also the entire TasNetworks' team. Apart from an increase in her technical skills, Amy has grown in confidence, creative thinking and strategic thinking. These skills will benefit her for the rest of her career and will be key attributes to her leadership style.

As a newly merged business the exposure that the company has received by way of Amy's participation has been critical to establishing the purpose and function of TasNetworks in the Tasmanian community. We look forward to seeing Amy continue to thrive and grow in her current and future roles.

ROSS BURRIDGE – GENERAL MANAGER FINANCE AND BUSINESS SERVICES, TasNetworks



TasWater has been a proud sponsor of the Tasmanian Leaders Program for many years now, and we recognise and value the importance

of effective leadership, particularly in this time of ongoing change within our business.

In the past year I have seen Alison Turner grow her capacity as a leader and I attribute much of this to her experience within the TLP. Throughout her accelerated leadership development, Alison has demonstrated her capacity as an influential leader. I have seen her readily tackle new challenges and through these, enhance her own style of leadership. We have gained benefits from her leadership style and Alison has recently undertaken a more senior role as Department Manager Strategic Policy and Government Relations.

In talking to Alison, it is clear that participating in the TLP this year has been a life changing experience, providing exposure to a diverse range of people with different ideas and backgrounds. The opportunity to learn from some of the state's top leaders and to apply the skills she has developed within our business appears to be personally and professionally rewarding for Alison and we have, without doubt, benefited from her experience and seen a very valuable return on our investment.

MIKE BREWSTER – CEO, TasWater

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 leaders to make a difference – to contribute to the community and to help make Tasmania a better place to live, work and do business.

Specifically, they help Tasmanian Leaders Inc. by:

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

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

CURRENT LEADERSHIP CHAMPIONS

JANELLE ALLISON MELANIE BARTLETT **JANE BENNETT** RICHARD BOVILL **BOB CAMPBELL NEROLI ELLIS** MICHAEL FIELD AC LARA GIDDINGS MP MATTHEW GROOM MP PETER GUTWEIN MP NICHOLAS HEYWARD ELIZABETH JACK MARK KELLEHER **GREG MCCANN** NORM MCILFATRICK **ROBYN MOORE** CHRISTINE MUCHA

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



THANK YOU

Tasmanian Leaders wish to thank the following organisations and individuals for their work and support in 2015.

EMPLOYER SPONSORS

CGI Cityprom Cradle Coast Authority Department of Health and Human Services Department of Premier and Cabinet Forico Pty Ltd Hobart International Airport Hydro Tasmania Institute of Marine and Antarctic Studies Island Workshop Pty Ltd Marinova Pty Ltd Northern Midlands Council NRM North NRM South Ochre Health Group Office of Senator Peter Whish-Wilson pitt&sherry Regional Development Australia – Tasmania Relationships Australia Tasmania Scala Institute SGS Economics & Planning Tasmanian Irrigation Tasmanian Networks Pty Ltd **TasWater** University of Tasmania

PARTICIPANT SELECTION

SHONA BESWICK TIM BISHOP ANGELA DRIVER NICK HADDOW SAM IBBOTT RICHARD INGRAM CRAIG PERKINS COREY PETERSON

TLP 2015 VOLUNTEER EXECUTIVE COACHES

ROS CARDINAL
JILL CURREY
CHRISTINE HEPBURN
KATHERINE STREET
STEVE WILLING
AMY CURRANT
BRENDA TSIAOUSIS

Also special thanks to those who contributed photography including Phillip Biggs, Shona Beswick and Angela Driver. Graphic design by Kelly Eijdenberg at Poco People.

TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

University of Tasmania, Cradle Coast Campus

RUTH FORREST – Chair ANDY VAN EMMERIK – Congress Co-Convener (to July 2015) and Deputy Chair ANDREW KIDD REBECCA GREENWOOD – Congress Co-Convenor DONTHOMSON – Membership Liaison Officer (from July 2015)

Until July 2015

MELINDA THOMAS BRENDAN CHARLES JANE FORREST – Secretary SUE ROBERTSON – Treasurer

From July 2015

BRADLEY TURNER
JULIA CURTIS
ALISON LAI – Secretary
VANI WELLING – Congress Co-convenor

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 Royal Hobart Hospital Research Foundation and Big Monkey Theatre Company.



MR JOHN PERRY - DEPUTY CHAIR

In 2014 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 taking on this 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 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-10' 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.



MS GILLIAN BISCOE – BOARD MEMBER

Gillian works with Brian Lewis co-designing and co-facilitating the TLP Residentials. Gillian is Executive Director of the Bellettes Bay Company Pty Ltd, is on the Tasmanian Government's Honour Roll of Women, 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 at undergraduate and master's levels. Gillian has held several heads of government departments and other chief executive positions. She 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.



MR KIM EVANS – BOARD MEMBER

Kim was appointed Secretary of the Department of State Growth in September 2014. Kim has been a Head of Agency in Tasmania for nearly twenty years, and in his previous role, was the Secretary of the Tasmanian Department of Primary Industries, Parks, Water

and Environment. He has over twenty years experience in the management of Tasmania's primary industries and resources. Kim currently represents the Government on a number of state and national boards and committees including the Transport and Infrastructure Senior Officials Committee, The Tasmanian Planning Commission and the Institute of Marine and Antarctic Studies. He is also the Chief Executive and Director of the Tasmanian Development Board and the State Government's representative on the Board of Salmon Enterprises of Tasmania (SALTAS), a company established to assist the development of the Tasmanian salmon and trout industry. Kim is a graduate of the University of Tasmania where he completed his degree with honours, majoring in science. He is also a member of the Australian Institute of Company Directors.



MR MARK KELLEHER - BOARD MEMBER (UNTIL JUNE 2015)

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 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 (UNTIL DECEMBER 2015)

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 USA, 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 MICHAEL SIMS - BOARD MEMBER (UNTIL JULY 2015)

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.



DR DON THOMSON - BOARD MEMBER (FROM DECEMBER 2015)

Based in North West Tasmania, Don is a Registered Landscape Architect and has a PhD in Human Geography and Rural Sociology. He

combines these diverse qualifications to offer specialised research, policy and program design and evaluation services to government, industry and non-government organisations around Australia. Don's research skills and 'design thinking' methodologies enable him to help his clients develop and implement programs and policies to achieve positive economic, social and environmental outcomes in landscape and resource management. Don is a recent TLP graduate.



MS GINNA WEBSTER - TREASURER

Ginna is currently Deputy Secretary – Administration of Justice, Department of Justice. The Department provides services to maintain and promote rights and responsibilities,

resolve disputes, and contribute to the aim of achieving a safer and more inclusive society to benefit the Tasmanian community as a whole. Previously, as Director of Community Corrections, Ginna was responsible for the strategic direction of the organisation, which was to work with offenders to reduce re-offending and contribute to a safer Tasmania. From 2003 – 2006 Ginna managed the transition from the old Risdon Prison to the new Risdon Prison Complex. Ginna worked for the Australian Customs Service from 1984 - 2002 in Hobart, Darwin, Sydney and Canberra. She worked for many years as a Detector Dog Handler before being appointed Inspector of the NSW Dog Unit, the largest unit in Australia. Just prior to leaving Customs Ginna was responsible for the Drug Detection Technology Training Unit, based in Canberra. During her time in Customs, Ginna travelled to Fiji, New Zealand, Canada, USA and China in her capacity as both a trainer and a practitioner. Ginna is the inaugural Chair of the newly merged Liviende Veranto, an organisation that supports people living with a disability. Ginna is a graduate of the 2008 Tasmanian Leaders Program and is a past Chair of the Alumni Sub-committee.



MR ROB WOOLLEY - BOARD MEMBER

Rob is Chair of two publicly listed companies. Bellamy's Australia Ltd, an organic baby food company, and TasFoods Ltd, a recently announced branded food company. Both Companies are based in

Launceston. Following a merger with Webster Limited during 2015 Rob retired as the Chair of Tandou Ltd. Tandou was a publicly listed, water investment and agri business based on the Murray Darling river system. His other board role is as Non-Executive Director of Forestry Tasmania, a Tasmanian Government business enterprise. Rob's previous roles include: Founding Chair of Freycinet Coast Financial Services Ltd, a Bendigo Community Bank on the East Coast of Tasmania, Chair 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 the graduates of the 2015
Tasmanian Leaders Program and we warmly welcome them to the Tasmanian
Leaders' family. 2015
has provided program participants many amazing and challenging experiences. Experiences that I am sure

have also been rewarding. We look forward to the TLP 2015 participants' ongoing engagement with the inspiring group of Tasmanians that comprise the Tasmanian Leaders Alumni (TLA).

The TLA continues to grow and is diverse in terms of background, location, demographics, skills and experience. Importantly, 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 Tasmania's future.

The TLA wishes to acknowledge the very sad passing of Nathan McDonald. We recognise Nathan's contribution to the 2015 program and extend our sincere condolences to Nathan's family, friends and colleagues.

The TLA Sub-Committee 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. We continue to engage with members to seek input to and support for our future strategic direction.

The recently revised TLA membership structure, including a tiered membership from 2015, ensures every graduate automatically becomes an Alumni member and receives member benefits and opportunities. Those who choose can also become financial members to access additional opportunities for networking, professional and personal development at reduced rates, and in many cases no cost. Financial membership directly enhances our capacity to provide and facilitate member benefits and engagement. In partnership with the Tasmanian Leaders Inc. Board we continue to strive to maximise member benefits and are looking forward to our full program of activity in 2016 and hope TLP9 will join us.

The current Alumni Sub-Committee comprises Ruth Forrest, Andy van Emmerik, Rebecca Greenwood, Alison Lai, Don Thomson, Julia Curtis, Vani Welling, Brad Turner and Andrew Kidd. I sincerely thank the members of the current and past sub-committees who continue to work tirelessly together to ensure members receive value from their membership. I also wish to thank the many Alumni who are not members of the Sub-Committee but support our work. 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 and our activities.

This past year, we again delivered the successful 'StLukesHealth Lunch with a Leader' series. I acknowledge and thank St.LukesHealth for their generous financial support of these events. We have also commenced our 'Breakfast with a Leader' series in the North West Coast with four amazing speakers. In 2016 we are expanding the Lunch with a Leader series and are trialling holding the event on the third of every month, which fall on different days of the week, to offer members with varying commitments the opportunity to attend. We would like to sincerely thank those who coordinated these events in 2015: Andrew Pitt in Launceston, Louise Mills in Hobart, and Cheryl Fuller and Sue Robertson in the North West.

The TLA is now so busy that it needs its own newsletter, which in 2015 was published monthly. This publication contains information about the busy calendar of Alumni events, graduate success stories and more. It promises to be bigger and better than ever in 2016.

2015 saw some changes to our wonderful team at the Tasmanian Leaders office. Natalie Hayes left to take on other employment opportunities and we thank her for all her hard work for the TLA. General Manager, Angela Driver recently returned from maternity leave following the arrival of Otis' little sister, Ida. We thank Ange for her ongoing work with the TLA. We warmly welcome Pila Wirsu and Tracey Tasker to the team who have hit the ground running providing support in the administration of member benefits and projects with TLI and TLA to maximise benefits for all.

Our major annual event, the 2015 Tasmanian Leaders Alumni Congress was an outstanding success. This two day event provided an opportunity for Alumni to connect and reconnect with other graduates, undertake varied professional and personal development and expand their knowledge. The 2015 Congress was held in Hobart and was again preceded by a fantastic field trip, this time to the Huon Valley. We acknowledge and thank Rebecca Greenwood and Andy van Emmerik, Co-Congress Convenors, and Susan Moore who organised the field trip, for all the hard work they put into designing and delivering the Congress. We also thank Steve Willing for his significant contribution and the small team of dedicated assistants who worked with Andy and Rebecca to make the Congress such a success. The Congress included presentations of the 2014 TLP Learning Set projects and the announcement of the 2015 Tasmanian Leaders Alumni Leadership Award winner, which this year went to Alice Percy. This award was jointly sponsored by Regional Development Australia (RDA) Tasmania and Metro Tasmania. I thank RDA Tasmania CEO Craig Perkins and Metro Tasmania CEO Stuart Wiggins for their generous sponsorship of this award (both graduates of the TLP).

In October, the TLA again hosted a highly successful Dinner with the Premier, with Hon Will Hodgman MP, in Hobart. This event, re-badged In Conversation with the Premier, to better reflect the nature of the event, was held at the Henry Jones Art Hotel and attended by Alumni and TLI Board members. The Premier delivered

an insightful presentation focussed on the Government's response to family violence. Following this, the Premier was joined by Senior Sergeant Rebecca Davis who has had a long involvement in the 'Safe at Home' area of law enforcement. Mark Thomas facilitated an enlightening and interesting conversation between the Premier, Sen. Sergeant Davis and guests, exploring the topical issue of family violence, for which we thank him. The Premier also took questions outside of this topic allowing guests to engage in issues of relevance to them. Feedback from this exclusive event was excellent and we look forward to offering the event again in 2016.

Opportunities for participation in community leadership and meaningful engagement with policy makers in Government are also provided through the work of the TLA Sub-Committee. 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 network has to assist in positively progressing Tasmania. This has resulted in an opportunity for Alumni to directly engage with Ministers in policy discussions, assisting in fulfilling the vision of Tasmanian Leaders. We continue to work towards other opportunities, including a Thinkbank, to provide input into Government policy. This is a unique opportunity and we thank the Premier, his Ministers and senior staff for their recognition of the amazing resource the TLA is and for their willingness to engage directly with Tasmanian Leaders. This is an important demonstration that the TLA is a voice that is respected and recognised by Government and the community. The TLA is being recognised as a source of thoughtful

leadership with diverse expertise and experience that can assist in the development of policy and enhance Tasmania's future.

2015 also saw the vision of Sub-Committee member Julia Curtis for a TLA funded scholarship to assist at least one Tasmanian per year to undertake the Tasmanian Leaders Program come to fruition. Crowd-funding was used to raise the target of \$6,000. The decision was made by the selection panel to award funds to two 2016 TLP participants to assist them in undertaking the program. We congratulate Daryl Connelly from Change Mob and Monica Plunkett from Halibut Creative on being awarded the inaugural TLA Change Maker Scholarship. Thanks must go to Julia Curtis for working so hard to see this scholarship supported and made available. Thank you also to all Alumni who contributed in a very tangible 'giving back' to the TLP.

Graduates of the 2015 Tasmanian Leaders Program no doubt feel proud of the personal and professional growth and achievements that have been part of this exciting year. The TLA welcomes you and assures you; this is not the end but rather another beginning, and there will be many more opportunities for growth. 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 community, in big and small ways. Together we can and will make a difference.

RUTH FORREST Chair, Alumni Sub-Committee



SKILLSBANK

Skillsbank provides high level volunteer services and expertise 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 our program as part of their ongoing commitment to contribute to the Tasmanian community.

Skillsbank volunteers have a wide range of skills, knowledge, interests and experiences across many industries and sectors. Through Skillsbank, they can be applied to community leadership via a number of avenues including board or committee membership, guest speaking, mentorships and specialised support or advice.

2015 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 Young Mile. We also continue to match our Alumni and Leadership Champions with new TLP graduates in a mentorship capacity.

During 2016 we will be implementing numerous quality improvements and activities to Skillsbank to:

- Improve functionality of the online Graduate Search, which allows members of the public to search our Alumni network by specific skills and interests
- Increase promotion and marketing of the online Graduate Search
- Improve currency of Skillsbank information
- Increase understanding of the value and contribution made by the TLA through comprehensive impact evaluation strategies
- Explore opportunities to connect Skillsbank (and the online Graduate Search) with other resources and tools designed to identify and utilise human capital.

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

THINKBANK

Thinkbank is an initiative designed to engage Tasmanian Leaders Alumni 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 TLP in a practical context. It operates in an atmosphere of openness, providing a creative, safe and positive space. This allows participants 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 contrasting 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.

During 2015 Tasmanian Leaders was successful in being awarded a Foundation for Rural & Regional Renewal grant to support the ongoing development and implementation of Thinkbank initiatives. A discussion paper was developed by the Tasmanian Leaders Alumni Sub-committee and additional staff have been employed to implement these ideas and evaluate the process and impact of Thinkbank initiatives moving forward.

In 2016, Thinkbank will:

- Deliver two residential style Thinkbank initiatives using a variety of methodologies and facilitators
- Undertake impact and outcome evaluations for both Thinkbank participants (TLA) and users (key stakeholders)
- Develop networks with other leadership programs (i.e. Leadership WA and Leaders Institute of South Australia) in relation to Thinkbank initiatives
- Develop supporting processes and frameworks to enable the successful promotion, marketing and recognition of Thinkbank initiatives within the Tasmanian community

If you or an organisation you are involved with is interested in knowing more about the Tasmanian Leaders Thinkbank activities please email Project Leader Tracey Tasker on tracey. tasker@tasmanianleaders.org.au.

TLP8 GRADUATION DINNER

The TLP8 Graduation Dinner was held at the Country Club Launceston on Saturday, 28 February, 2015.















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 they've been up to in 2015 and how they think the TLP has shaped their choices and pathways.

Recipient of the Tasmanian Leaders Alumni Outstanding Leadership Award 2015:

ALICE PERCY

TLP 2014

CEO, Secretary & Co-Founder, Sprout

Alice, a graduate of the 2014 Tasmanian Leaders Program and the driving force behind Sprout Tasmania, received the Tasmanian Leaders Alumni Outstanding Leadership Award 2015, following several nominations. The award strove to recognise her tireless work in the leadership field. She has volunteered with NRM South Sustainable Agriculture Reference Group, and helped raise funds for Street Swags, Dogs Home Tasmania, Speak Up! Stay Chatty and Cancer Council of Tasmania - all on top of her role with Sprout and a full time job at the University of Tasmania! We congratulate Alice on the award and her ongoing contributions to making Tasmania a healthier place.

Sprout is a not-for-profit organisation that is dedicated to supporting small and start-up food producers in Tasmania. Tony Scherer and I founded Sprout in late 2011 as we saw there was a lack of support for the smaller sized food producers in Tasmania; the market gardeners and value-added producers. These producers work hard to drive their businesses; working in the ground during the day, while marketing and managing their finances by night. We wanted to gather together a group of skilled volunteers to support these producers; farmers, chefs, grocery store owners, financial planners, lawyers, marketing, branding and communications experts.

2015 was a very busy year for Sprout. We crowdfunded for our Fork to Fork online marketplace, successfully completed the first year of the Sprout Producers Program and held our third Cross Pollinate conference. In 2016, we are launching Fork to Fork!



It was an absolute honour to receive the TLA Outstanding Leadership Award and to receive the acknowledgement from my peers. Without Tasmanian Leaders I wouldn't have expanded Sprout to be a board of ten with five subcommittees. I also wouldn't have had time to reflect and come up with ideas such as the Sprout Producers Program.

My key learnings from the TLP were:

- 1) Work is not just about your career progression. It is important to work in an organisation where your values match, where staff are supported and encouraged to grow, where you enjoy working with your team and most of all you can have fun!
- 2) Ensure you have a work/life balance.
- 3) You can learn the most from failure. Turn failures into positives.
- 4) Ask questions. Have the confidence to ask.
- 5) It is not about what you do but who you are.
- 6) Be yourself but be aware of your weaknesses and work on them.
- 7) You can't do everything by yourself. Several heads are far better than one. Sprout Tasmania volunteers (past and present) plus our two Project Managers are all from incredibly diverse backgrounds and have diverse skills and come up with the best ideas. There is no way the organisation would be where it is today without them.



RENEE ANDERSON

TLP 2007

General Manager, Pumphouse Point

2015 was a year of new experiences and opportunities for Renee. She was given the amazing opportunity to start up, and manage (with partner Josh) Pumphouse Point, the boutique hotel at Lake St Clair. It was a complete u-turn from her HR career (and was her first introduction into the hospitality industry!). It was a year of learning, challenges, new experiences and the chance to work in one of the most beautiful parts of the State. A good example of saying 'yes' when new opportunities knock!

The biggest thing I took away from my time in the Tasmanian Leaders Program was the people I *met – both the participants* and the broader network of speakers and business $champions.\ I\ can$ confidently call every person I met on the program a friend, and know that at any time even nine years later! – I can contact any one of them for advice, support or just a chat over wine. Many professional and personal decisions have been made on the back of a conversation with one of the amazing professionals who are involved in the TLP!



DION LESTER

TLP 2009

Policy Director, Local Government Association of Tasmania

2015 was a big year for Dion. In addition to continuing with his Masters in Applied Anthropology and chasing his two small children around, he took on the new challenge of being Policy Director of the Local Government Association of Tasmania (LGAT).The move has come after almost eleven years as Principal Planner at the consulting firm pitt&sherry. In his new role he oversees the policy functions of LGAT, which includes anything from cat management through to planning reform.

It is coming on seven years since I undertook the TLP and what is remarkable is the continual influence it has on my day to day life. Many people undertake a course of study or program of leadership and gain a lot of knowledge in the process, but once the program is finished often slip back into old habits. I think the TLP is different from this for many people (including me) in the sense that it provides participants with a greater personal insight (warts and all!) and as such allows you to continually reflect on your behaviours and practice.



COREY POPI

TLP 2009

Sustainability Manager, University of Tasmania

Corey's efforts to ensure the University is a sustainability leader in the sector and in Tasmania was acknowledged in 2015 when he was recognised with the Tasmania award for Improving Planning and Practices, for implementing the University's Sustainable Transport Strategy 2012-2016, and an Australian Teaching Award for Programs that Enhance Learning from the Commonwealth Office of Learning and Teaching. Corey is also into his second term on the University Council.

My TLP experience has been critical to my most recent successes, through providing a platform to effectively learn from setbacks and challenges, which underpins my personal and professional resilience in a time of national and local $uncertainty \ for \ both$ my professional focus (sustainability) and my chosen sector (higher education). Having TLP 'membership' also has a 'value resonance' in leadership circles across Tasmania and sectors.



POPPY FAY

TLP 2011

Research Services Manager, University of Tasmania

In July 2015 Poppy Fay was appointed to the role of Research Services Manager for the Northern Research Hub at the University of Tasmania. Poppy leads a passionate and motivated team to provide research support for the campuses in Launceston and Cradle Coast. With a strong focus on delivering a service that delights, and supporting research growth and outcomes that will benefit Tasmania, their team motto is: 'We are here to help'.

The TLP experience continues to have a lasting impact on me both personally and professionally. My fellow TLP graduates – both from my year and others - have provided a wonderful and supportive network and many have become firm friends. The balance of theoretical and practical $experiences\ provided\ by$ the TLP, and the time spent on understanding self and others, are lessons I reflect on regularly in my work place.



FRANCES PRATT

TLP 2012

State Manager - Business Development and Performance, Community Services, Anglicare Tasmania

For the first part of 2015 Frances decided to dedicate her time to non-work pursuits, family and friends after moving on from her role as CEO of St Vincent de Paul Society Tasmania after nine years. In September, Frances accepted a role with Anglicare Tasmania as Project Manager for strategic projects across the state, primarily focussed on the redevelopment of the structure and service delivery model within Community Services. In December, Frances moved into a newly created role for the organisation's Community Services as State Manager, Business Development and Performance.

For me a lasting impact from the TLP is trusting myself enough to take risks and do what feels right for me. While daunting, I found taking twelve months away from a career focus was a rewarding growth experience and was also a lot of fun. It was a challenge to make another leap by accepting the career opportunity that presented later in the year. However, it's an exciting new role that builds on my ongoing learnings and I really look forward to seeing where it goes. Both of these recent experiences have supported me to approach this next year with perspective and confidence.



NAOMI WALSH

TLP 2014

Corporate Services and Finance Manager, Venarchie Contracting

Naomi was awarded the 2015 Telstra Business Women's Tasmania Corporate & Private winner and received a Tasmanian Government Board Diversity scholarship, which recognised her leadership role and contribution to business, industry and the Tasmanian community and her role as an advocate for women. Naomi not only emphasises the contribution of women in the workplace, to ensure individuals are valued, but also educates leaders and works to change perceptions.

In 2015 I set out to apply the inspiration and momentum I got from the Tasmanian Leaders Program. The TLP was instrumental in building my confidence; giving me the tools to face challenges and keep work in perspective. I value the strength of the relationships built during the TLP, continuing my leadership journey with support and ongoing development opportunities.

ALISON LAI

TLP 2014

Project Manager, Department of Health and Human Services

In 2015, Alison debuted as a journalist, mentored in the Hobart City Mission's Small Steps Program and the Smith Family's iTrack mentoring program, and acted on the board of Advocacy Tasmania. The Institute of Public Administration Australia (Tasmanian Division) recognised Alison's contribution to Sport and Recreation Tasmania, naming her as the 2015 Public Sector Professional of the Year. In December, Alison was also the only Tasmanian State Service employee awarded a Tasmanian Government Board Diversity Scholarship, recognising her company directorship potential.

The TLP was a turning point for me. It helped me better understand how I could, simply put, 'be a better version of myself'. The people and the learnings from the TLP have helped me develop a much stronger sense of who I would like to be, and a clearer understanding of how and where I can contribute to my community.

TLP GRADUATES

2007 - TLPI

RENEE ANDERSON General Manager Pumphouse Point

JANINE ARNOLD CEO Carers Australia

TIM BISHOP Personal Assistant / Business Development CBT Engineering

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

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 WHK

LOUISE MILLS

Deputy Director State Service Management Office Department of Priemier and Cabinet

IAN NELSON Principal Ian Nelson Consulting

JOHN RALPH Musician The Bagpipe Guy SANDIE SILVA Manager Change and Communication Hydro Tasmania

MICHELLE SWALLOW Director Leadership and Change Consultants Pty Ltd

JASON UNWIN Managing Director Workforce Health Assessors

DEIDRE WILSON General Manager Corporate SErvices Division Department of Primary Industries, Parks, Water and Environment

2008 - TLP2

FIONNA BOURNE General Manager Water and Marine Resources 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 Founder/ Partner Long Tail Property Services

MATT DUROSE Community Development Project Officer Mission Australia LIILA HASS Owner Liila Hass Naturopathy

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NATASHA KEEP General Manager Business and Community Pty Ltd

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

KATHERINE MIGUEL Business Manager Klimate Solutions LISA NELSON Project Officer – Resource Strategy & Industry Investment Victorian Government

JOE O'BYRNE State Manager WA 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 City of Hobart

STUART SMITH Executive Officer Pathways Tasmania

GINNA WEBSTER Deputy Secretary – Administration of Justice Department of Justice

2009 - TLP3

STUART AUCKLAND 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
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AMANDA CASTRAY Manager, Southern Expansion Project University of Tasmania

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JENNY EDIS Founder and Community Engagement / Infrastructure Committee Member Harvest Launceston Community Farmers' Market

JASON HAY Operations Manager Klimate Solutions DION LESTER
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Local Government
Association of Tasmania

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STEVE WILLING Facilitator & coach Growth in Mind

2010 - TLP4

MEG ARCHER Acting Associate Director of Staff Experience, University of Tasmania

SHONA BESWICK Finance Manager Stubbs Constructions Pty Ltd

IAN BESWICK Logistics Superintendent Simplot Australia

NATASHA EXEL

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ANDREW TRUSCOTT Manager Asset Strategy TasWater

ANDY VAN EMMERIK Consulting Business Development Manager Self

2011 - TLP5

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

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JOTUBB Field Officer for the Northern Midlands Simplot Australia

JULIE WADDINGTON Freelance Self Employed

MARK WATSON Campus Manager Community Training Australia

2012 - TLP6

LUCINDA BRAY Senior Consultant Font PR

JANE FORREST Owner/Director Manage More

CHERYL FULLER
Training Program
Administrator
Productivity Improvers

KATE GRADY Manager – Marketing, Communications and Fundraising Guide Dogs Tasmania

JOHN HOOPER Executive Officer Neighbourhood Houses Tasmania Inc (formerly TACH)

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2013 - TLP7

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JOANNA SIEJKA CEO Youth Network of Tasmania

ERIN SMALLBON Registered Nurse Calvary Health Care Tasmania

BRADLEY TURNER Risk Manager Hydro Tasman

2014 - TLP8

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