









CONTENTS

ABOUT TASMANIAN LEADERS	4
OUR MISSION	4
OUR VALUES	5
TASMANIAN LEADERS PROGRAM OUTCOMES	5
MESSAGE FROM THE CHAIR	6
MESSAGE FROM THE GENERAL MANAGER	8
TLP10 2016 VALEDICTORY SPEECH	10
TLP9 2015 GRADUATION DINNER FEB 2016	
TLP10 2016 PROGRAM SUMMARY	12
TLP10 2016 GRADUATE PROFILES	
TLP10 2016 LEARNING SET PROJECTS	
EMPLOYER TESTIMONIALS	
LEADERSHIP CHAMPIONS	48
THANKYOU	
TASMANIAN LEADERS BOARD MEMBERS	50
ALUMNI SUB-COMMITTEE UPDATE	52
THINKBANK	54
TLP GRADUATES ON THE GO	
TLP GRADUATES	58
OUR PARTNERS	63





ABOUT TASMANIAN LEADERS

Tasmanian Leaders Inc. (TLI) is a not-forprofit 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 ten 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 100 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.

OUR MISSION

There are three missions within the broad remit of the organisation:

Tasmanian Leaders Inc. is an independent not-for-profit organisation that identifies and develops leaders who are committed to creating and influencing a successful future for our state.

The Tasmanian Leaders Program

enhances participants' leadership skills, networks and ability to influence through a dynamic year-long action learning program that is the primary output of Tasmanian Leaders Inc.

The Tasmanian Leaders Alumni is a strong and growing network of graduates from the Tasmanian Leaders Program who apply their leadership capacity for the benefit of the Tasmanian community and each other.





OUR VALUES

In all that we do we will:

- · be authentic and professional;
- celebrate difference: in people, potential and perspective;
- be inclusive, and participant and outcome focused;
- foster a volunteer ethic and community commitment; and
- have a long term focus, be creative and look for new solutions.



PROGRAM OUTCOMES

- More effective, productive and informed leaders in their professions across all sectors.
- A greater connection and sense of commitment to Tasmania by the participants.
- Implementation of four successful community or business development projects undertaken by participants each year.
- Longer retention in Tasmania of, and therefore greater contribution from, some of those participants who otherwise might have relocated.
- Creation of new business, commercial and community opportunities.
- Expanded network of nationally and globally influential Alumni who remain committed and connected to Tasmania
- Commitment by participants to ongoing community participation.

MESSAGE FROM THE CHAIR

Congratulations to the graduates of TLP10 who completed the program in November 2016. I have had the pleasure of catching up with them throughout the year and it seems they have all had a transformative journey that has challenged and inspired in equal measure. That makes them ready to take their hard-earned place amongst the ranks of our Alumni and as a graduate myself and previous Chair of the Alumni Sub-Committee I wholeheartedly welcome them to the Tasmanian Leaders family.

As we move into our second decade it is timely to reflect on the ongoing positive contribution Tasmanian Leaders makes in our community. The projects delivered by each year group are a very tangible example of this impact and I cannot help but experience a sense of pride when thinking how these projects have benefited such a diverse range of Tasmanians. A particular highlight of 2016 was hearing about the progress of these projects at the annual Alumni Congress.

Another highlight was the launch of Garden of Memories on International Guide Dog Day 2016. This project, the brainchild of a TLP6 (2012) Learning Set has seen a peaceful reflective space created in a small park in Hobart, dedicated to acknowledging the important role Guide Dogs have in the lives of their handlers, and in the community. The site of the memorial garden is on Elizabeth Street/Warwick Street, Hobart and was chosen for its ease of access and proximity to important public services and Guide Dogs Tasmania's office. If you have not visited, I encourage you to do so.

As part of the ongoing commitment to our graduates there is an exciting calendar of events coming up in the year ahead, including continued delivery of the Thinkbank initiative, thanks to the support of the University of Tasmania. This initiative, alongside a suite of professional development activities throughout the year, will ensure we maintain the graduate network as a strong and vibrant structure willing and able to positively influence the future of Tasmania.

The list of achievements of our Alumni grows every year and in 2016 several of our graduates received local and national awards. Among these is Rosalie Martin who has been named as the 2017 Tasmanian Australian of the Year. Rosalie is a graduate of our 2012 program (TLP6), and a well-respected speech pathologist. Helping prisoners crack the code of reading, Rosalie has developed a unique approach to literacy. For three years, Rosalie has visited Tasmania's Risdon Prison as a volunteer to deliver Just Sentences, a pilot project that is achieving outstanding results. She is also the founding speech pathologist of Chatter Matters Tasmania – a charity building awareness and skills in human communication. All of us at Tasmanian Leaders congratulate Rosalie on becoming a national finalist in the Australian of the Year Awards and hope the opportunity shines some light on the incredible work she does within her community. You can read more about our Graduates on the Go from page 55.

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. In 2016 founding Board members, Brian Lewis and Gillian Biscoe, again designed and delivered the Residentials, which are critical pillars of the program.

The Board and the Alumni are in awe of, and grateful for; Brian and Gillian's commitment to the organisation, investment in our program and most importantly their contribution to each and every one of our 224 graduates over the past decade. Delivering 30 Residentials alone is impressive but when you add other components such as program design, travel time and other Board activities it is staggeringly impressive.

Gillian and Brian step down from their Residential responsibilities this year and we look forward to formally acknowledging their contribution at Government House in 2017. In the meantime we are pleased that Brian and Gillian will stay connected to the organisation with both committing to work closely with our new facilitators, and Gillian will remain on the Board.

The Tasmanian Leaders Board is a volunteer Board of busy professionals, and we would like to recognise the strategic input by all Board members who ensure our organisation remains relevant and impactful. My special thanks to current Board members John Perry, Kim Evans, Rob Woolley and Gillian Biscoe.

In February 2016, founding Board member Anthea Pritchard stepped down from the Board after eleven years of steadfast service. Quite simply, Tasmanian Leaders would not have achieved what we have without the massive investment from Anthea over the years. We will miss her wise counsel around the Board table. Luckily for us she will remain as a Leadership Champion of the organisation and we will continue to call on her from time to time. On a personal level I would like to thank her for her support during my transition as Chair. Special thanks also to Don Thomson who served on the Board throughout 2016, but stepped down late in the year to focus on a new role with the University of Tasmania.

The Alumni Sub-Committee is the engine room of our graduates and we would like to thank them for their continued hard work and commitment, which ensures a quality and informative program of professional development and other opportunities that keep our graduates engaged 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 Alumni in the community. This is Ruth's last year as Chair, but we will long benefit from her legacy with enhanced strategic planning processes, increased Alumni activity, more professional development opportunities and an effective and collegiate relationship between the Board and the Sub-Committee. The activity for Alumni increased in 2016 with the offering of two, one day intensives - Myers Briggs Type Indicator Step II with Angela Driver and the Leadership Circle with Steve Willing. And with thanks to funding from the Foundation for Rural and Regional Renewal (FRRR) we delivered a webinar series and two Residential Thinkbanks, coordinated by our Project Leader, Tracey Tasker.

Our thanks are also extended to the staff of Tasmanian Leaders for their work throughout the year. 2016 was a year of change, as we said goodbye to Piia Wirsu in July and Tracey Tasker in September and welcomed Jayne Bayles in July. Our heartfelt thanks go to Piia and Tracey for all they have given TLI, the program and our Alumni during their short time with us. And the revolving door is yet to swing one more time as Jayne leaves to pursue a career in the private sector with the purchase of a café. A warm welcome to Jenn Heggarty for joining the team in February.

We are very fortunate to have Angela Driver as our General Manager. Angela not only has endless enthusiasm, energy and passion for Tasmanian Leaders but also an extraordinary work ethic and very high work output. The fact that Angela is also a graduate of our program ensures continuity and integrity between each year. It is easy to forget that Angela is often away from her family helping to deliver our program around the state. Special and heartfelt thanks to Angela for her commitment and drive – and for fitting in our telephone calls and meetings whenever I am available.

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 Minister Groom and the Department of State Growth who administer our funding and remain committed to investing in leadership development. We are also incredibly appreciative of our cash sponsors, whose investment enables us to enhance the learning and experience of participants. A big thank you to our major cash sponsors in 2016 – Nekon Pty Ltd and 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. Thanks also to KPMG for managing our accounts with efficiency and professionalism, St. Luke's Health, who supported our Alumni activities and FRRR for investing in our community work.

Thank you to our participant scholarship providers in 2016 – Cradle Coast NRM, Cityprom and our Alumni who independently crowd funded two scholarships from their membership. With the addition of the Cityprom scholarship, alongside the Alumni Change Maker Scholarship, 2016 boasted three scholarships that targeted small business owners.

With Gillian and Brian stepping down the Board decided to undertake an extensive expression of interest process to select the facilitators for the 2017 Tasmanian Leaders Program Residentials. We are pleased to advise that as a result of that search, founding Board member Bob Campbell and Lynda Jones were selected as our new facilitators.

Bob and Lynda have worked together over the past thirteen years to help groups of all sizes move from uncertainty to purpose. Their group facilitation skills, along with their extensive experience in business and community development, process design, strategic and operational planning and change management will ensure the program's legacy continues.

Bob and Lynda are looking forward to spending more time with the Tasmanian Leaders family over the next few months, especially our 2017 participants. Bob and Lynda, alongside Angela Driver and myself will allow the organisation to deliver the program with stability, certainty and a diversity of skills and experience.

A key priority for the Tasmanian Leaders Board during 2016 was working with our stakeholders, and extended family, to consider the strategic direction and future priorities that will take us into the next decade. On December 10, in Launceston, 42 of us gathered to talk about where we want to be and how we want to contribute further to Tasmanian leadership. It was a great day, which generated lots of discussion about where we might go and how we would like to get there. The Board is looking forward to progressing those ideas in 2017.

Thanks again to everyone who has contributed to, invested in and supported Tasmanian Leaders over the past year. We greatly anticipate the next decade of the program along with all the other activities of Tasmanian Leaders. To our new TLP graduates, congratulations on this momentous achievement. We look forward to supporting and charting your achievements into the future and welcome you to the Tasmanian Leaders Alumni.

GINNA WEBSTER Chair, Tasmanian Leaders

MESSAGE FROM THE GENERAL MANAGER

The tenth program has excited and engaged me as much as the other six I have been involved in.

As always it began with interviews. With Gillian Biscoe as my trusty colleague we toured the state interviewing a fantastic array of talented individuals. It was with fascinating joy that we met with those who wanted to be part of our 2016 program. However the task of reducing to 24 is never easy, and this year once again required us to make some hard calls to ensure the balance of participants was diverse and over-flowing with potential.

From those anxious 'have we chosen wisely?' moments during the first Residential, through to the group norming-storming-norming-performing cycles, I can honestly say we chose well and we had the right 24 in the room.

Over the course of ten months we attended three Residentials and eight Linking Sessions and had the opportunity to hear from, and question, approximate 120 speakers and experts in various fields from across many sectors of the community, in some outstanding venues. This included tours to a number of North Western businesses, a men's shelter (Bethlehem House) and Risdon Prison both in Hobart, and an alcohol and other drug rehabilitation centre in Launceston. We also stopped by pig and tomato farms, a number of advanced manufacturing factories, and held sessions at Wrest Point Tasmania's Point Restaurant, MONA's Organ Room and the Moonah Arts Centre.

The four Linking Sessions delivered by the Learning Sets demonstrated the TLP10 participant's commitment to tackling the issues of Tasmania, focussing on:

- · Youth, opportunities and success
- Influence of Aboriginal culture on Tasmania's economy – building on opportunities
- The tension between health and justice outcomes in the context of changing attitudes towards drug use
- · Tourism: who is it working for?

These sessions drew a selection of engaging and inspiring speakers too numerous to mention here, but I would like to touch on a number of those who gave inspiring leadership stories including:

- Dale Elphinstone, Executive Chairman, Elphinstone Group
- Jan Owen AM, Chief Executive Officer, Foundation for Young Australians
- Robert Pennicott, Owner, Pennicott Wilderness Journeys and
- Robyn Moore, Australia's most in-demand Female Speaker

The stories of courage, passion and innovation from all speakers and presenters encouraged participants to dig deep, to consider alternative views, to do more for our island state, to strive to be better and to always back themselves. 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:

Dress for Success will see the establishment of a notfor-profit enterprise called Dress for Success (D4S) which will be a Hobart based franchise of an American program. D4S sources and delivers suitable clothing, styling, mentoring and coaching for women to re-enter the workforce.

Mole Creek Stories will connect diverse people of all ages in a rural community, through the creation of a series of short form documentary films about life past and present in Mole Creek. The project aims to create a sense of community identity, provide new opportunities for people to connect and work together and to generate a contemporary product for the community and tourists.

My Story, My Voice will work closely with a Tasmanian local council to plan and host an exhibition featuring the stories and experiences of young Tasmanians. One aspect of the project will be to connect young people with local artists, including musicians and writers, to mentor and assist them to tell their stories using a variety of media.

The Walls of Jerusalem History Project will facilitate the collection of materials relating to the history of the Walls of Jerusalem National Park, so the story of the park and its founder, Reg Hall, can be shared with and enjoyed by the public.

Finally, thank you TLP10. Thank you for being open to allow the program to have the impact intended. For being brave to stay present when the natural response might have been otherwise. For truly becoming comrades in adversity. For taking the blinkers off and starting to think in new and more strategic ways. Your personal growth, both individually and as a group, has been a delight to watch. You have grown simultaneously in confidence and humility. Congratulations. I wish you well for your futures and look forward to toasting your success at the Graduation Dinner and to continue catching up at Alumni events in the near future.

ANGELA DRIVER General Manager







TLP10 2016 TASMANIAN LEADERS PROGRAM GRADUATION DINNER VALEDICTORY SPEECH

My name is Monica Plunkett, and I now, confidently, call myself a Tasmanian Leader.

Before undertaking the Tasmanian Leaders Program I had never thought of myself as a leader – having never held the title of manager, director, or CEO.

When I applied for TLP in 2015, I held the perception that being a 'creative small business owner' may not be enough. This past year however, has emphasised to me that being 'creative' is an admirable ability for a leader to have. In fact, I think it is this ability to think differently, to look beyond the expected, and to not be afraid to shake things up that distinguishes the extraordinary leader from the ordinary

A few months ago in one of our Linking Sessions, we were introduced to the concept of 'rat-baggery' – the idea that in order to create significant change, you need to buck the trends, challenge the expected, and do things your own way.

I think if my title of 'creative' allows me anything, it's free license to be a bit of a ratbag!

As well as 'creative', another title I have had for a while now is 'small business owner'.

My husband Ben and I have operated our own creative studio – Halibut Creative – for the last nine years. Based in Launceston, we specialise in branding, design and advertising for a range of organisations both here and interstate. We employ one designer, and utilise a small team of suppliers as required. We definitely epitomise the SMALL in small business!

As a small business owner, taking time away from the business each month for TLP commitments was a juggle. I had to undertake extra work before and after each event, lug my laptop around to manage urgent deadlines, and get back to clients late at night in between session days.

Then there was the financial commitment. Because Ben and I are hands-on in our business, if the work does not get done, invoices do not get sent, and we do not get paid. We also do not have a huge (if any!) budget for training or development. So the decision to apply for Tasmanian Leaders was a big one. With Ben's encouragement, I decided to apply and we hoped for a scholarship.

Luckily I was fortunate to receive the Alumni Change Maker Scholarship. This was pretty special, as 2016 was the first year it was offered. Thanks to the initiative of Julia Curtis (TLP1), over 50 Alumni members contributed towards two scholarships, which provided the opportunity to participate, for me, and another TLP10 participant, Daryl Connelly. Needless to say, I felt incredibly humbled that the Alumni put their faith in me, and believed that I had something to offer. To those TLPers, who contributed and backed me, I say "watch this space!" Hopefully in years to come, when I create or do something that makes a positive difference in our state, they will remember it was me they helped, and know that their investment was worthwhile.

A major part of the program, for all of us, was discovering more about ourselves. Which leads me to my next, more recently discovered title. As well as being 'creative', and a 'small business owner', I am an ENFP.

For those who are not familiar with the Myers Briggs Type Indicator (MBTI) let me elaborate. As a selfidentified ENFP I prefer not to base my decisions on the concrete or the rational. I often speak before I have done the thinking and prefer to rely on my feelings and intuition. These are attributes that I think are not necessarily great for a typical 'leader' or 'manager'.

When I searched for leaders who have the same MBTI type, I was underwhelmed. Apart from writers, musicians, comedians and Hollywood actors, typical ENFP leaders were thin on the ground - Fidel Castro, Che Guevara and Julian Assange were the most influential... but they are not typical leaders either, are they?

As well as encouraging more self-awareness, MBTI enabled us to better understand others, and to better manage relationships in order to become more effective leaders.

When I was searching for inspiration for this speech, I read previous TLP yearbooks, and I discovered one of my friends, Leanne Sherriff (TLP7), had summed this up perfectly by saying, "It is about understanding, valuing and respecting people for their differences, and learning to be a leader who brings out the best in the people around them."

Greg McCann shared some lessons in leadership with us during the year, and continued this idea when he said, "People who are inspired and empowered will raise their performance way beyond anything they thought possible."

And while I may never have considered myself a leader before, I know moving forward that I can, and will, empower others to achieve their best. I now know that this is what true leadership is about. It is not about having an impressive title or having particular personality traits. It is about being able to share a vision and inspiring others to be part of it.

After a year incredibly rich in learnings, insights and inspiration I feel enriched, empowered, and excited for the future.

MONICA PLUNKETT









TLP9 2015 TASMANIAN LEADERS PROGRAM **GRADUATION DINNER**

The TLP9 Graduation Dinner was held at Wrest Point, Hobart, on 27 February 2016. Photos by Jack Robert-Tissot.









TLPI0 2016 PROGRAM

The TLP10 2016 Tasmanian Leaders Program 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



WHERE	DATE
Strahan Village, Strahan	Thursday 18 February – Sunday 21 February
Freycinet Lodge, Coles Bay	Friday 22 July – Sunday 24 July
Cradle Mountain Hotel, Cradle Mountain	Friday 25 November – Sunday 27 November
	Strahan Village, Strahan Freycinet Lodge, Coles Bay

Linking Session One GOVERNANCE

FRI 18 - SAT 19 MARCH / PARLIAMENT HOUSE, HOBART

Australian Parliament 101	Richard Ecclestone , Director – Institute of Social Change, Professor of Political Science, University of Tasmania	Presenter
Parliament House Tour	Elise Archer MP , Speaker House of Assembly, Tasmanian Liberals	Presenter
Tiouse tour	Greg Hall MLC, Deputy President of Legislative Council	Presenter
The Politics of Politics — it's a numbers game!	Damian Ogden , Founding Executive Director, Campaign Action	Presenter
The Decision	Kym Goodes, Chief Executive Officer, TasCOSS	Panellist
Making Hierachy	Darren Hine, Commissioner of Tasmanian Police	Panellist
– influencing the agenda	Jonno Duniam, Deputy Chief of Staff, Minister Hodgman's Office	Panellist
0	Robin Banks, Tasmanian Anti-Discrimination Commissioner	Panellist
	Liz Jack, Chief Executive Officer, Macquarie Point Development Corporation	Facilitator
Global Governance and International Law – why should we care?	Matt Killingsworth , Head of Politics and International Relations and a Senior Lecturer, University of Tasmania	Presenter
Effective Questioning	Mark Thomas, Director, M&M Communications	Presenter
Question Time with	Senator Eric Abetz, Liberal Senator for Tasmania	Panellist
our Parliamentary Leaders — Parliamentary Reform	Cassy O'Connor MP, Leader of the Tasmanian Greens	Panellist
	Kristie Johnston, Mayor, Glenorchy City Council	Panellist
	Angela Wilson, Tasmanian Branch Republican Convenor	Panellist
	Mark Thomas, Director, M&M Communications	Facilitator
Leadership Story	Robyn Moore, Professional Speaker	Presenter

Linking Session Two INNOVATION AND INDUSTRY

THU 21 – FRI 22 APRIL / NORTH WEST COAST

North West Coast – Industry and Innovation Overview	Robyn Eversole , Director, Institute for Regional Development Cradle Coast Campus, University of Tasmania	;, Presenter
What is innovation	Ben Pyka, Owner, 41 Degrees South Aquaculture	Panellist
– barriers and	Karina Dambergs, Co-Founder, Red Brick Road Cider	Panellist
catalysts?	Annette Reede , Owner, Tasmanian Natural Garlic and Tomatoes and 2014 Tasmanian Rural Woman of the Year	Panellist
	Tom Lewis, Director, RDS Partners	Facilitator
Site Tour: Southern Prospect Pty Ltd	Lee Whiteley, Managing Director, Southern Prospect	Host
Site Tour: Tasmanian Advanced Minerals	Mari Rademeyer , Laboratory and QC Manager, Tasmanian Advanced Minerals	Host
Site Tour: Hellyers Road Distillery Tour	Mark Littler , General Manager Betta Milk and Sharon Deane, Visitor Interpretation Centre Manager	Host
Innovating our	Anton Kriz, Lecturer, University of Newcastle	Panellist
Leadership Approach for	John Perry , Coordinator General, Department of State Growth	Panellist
Asian Markets	Sally Chandler , International Trade Advisor, Tradestart at Australian Trade Commission	Panellist
	Angela Yao , Executive Officer, Tasmania Branch, Australia China Business Council	Panellist
	Rick Dunn , Director of Economic Development and Sustainability, Meander Valley Council	Facilitator
Leadership Story	Dale Elphinstone, Executive Chairman, Elphinstone Group	Presenter
Site Tour: Brandsema Tomatoes	Anthony Brandsema, Owner, Brandsema Tomatoes	Host
Leadership Story and Site Tour: Mount Gnomon Farm	Guy Robertson, Co-Owner, Mount Gnomon Farm	Presenter/ Host
Applying the Lessons from Innovation	Anton Kriz, Lecturer, University of Newcastle	Presenter

Linking Session Three COMMUNITY

FRI 20 – SAT 21 MAY / MOONAH ARTS CENTRE, MOONAH

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Social Determinants of Health	Miriam Vandenberg , Convenor, Tasmanian Social Determinants of Health Advocacy Network	Presenter
Social Inclusion: policy, politics + unintended consequences	Professor David Adams , Pro Vice-Chancellor (Community, Partnerships and Regional Development) Tasmanian School of Business & Economics, University of Tasmania	Presenter
Leadership in	Cheryl White, Family Violence Advocate	Presenter
Adversity	Eve Earnshaw , Coordinator of the Dunalley Tasman Neighbourhood House	Presenter
Global Challenges for Muslims	Waqas Durrani and Hina Durrani, Pakistani Migrants	Presenters
Does the criminal justice system work? Organisational Staff Training Unit, Risdon	Donna Adams , Assistant Commissioner, Department of Police and Emergency Management	Panellist
	Pam Honan , General Manager, Magistrates Court, Department of Justice	Panellist
Prison	Graham Hill, Director, Legal Aid	Panellist
	Jill Maxwell , Chief Executive Officer, Sexual Assault Support Services	Panellist
	Ginna Webster , Deputy Secretary, Administration and Justice, Department of Justice	Facilitator
Site Tour: Risdon Prison	Anthony Rees , Chief Superintendent, Prison Operations, Tasmania Prison Service	Host
Site Tour: Bethlehem House	Patrick Carlisle , Chief Executive Officer, Bethlehem House	Host
Being Strategic	Gillian Biscoe , Executive Director, The Bellettes Bay Company Pty Ltd	Presenter
Leadership Survival Key	Nigel Fountain , Principal Consultant, Fountain Human Resource Consulting Pty Ltd	Presenter









Linking Session Four ECONOMY

FRI 17 – SAT 18 JUNE / NORTHERN INTEGRATED CARE SERVICE, LAUNCESTON

The Tasmanian Economy: challenges and opportunities	Saul Eslake, Economist	Presenter
Workforce, education and migration in Tasmania	Karen Eyles , Postgraduate – PhD Candidate, University of Tasmania	Presenter
Levers of Government and Government Spending Priorities	Peter Gutwein MP , Treasurer, Minister for Planning and Local Government, Liberal Member for Bass	Presenter
Industry Perspective: playing in multiple economies	Ray Mostogl, General Manager, Bell Bay Aluminium	Presenter
Economic Disruptions: How	Rebecca King, Director, Kingthing Marketing	Panellist
do we prepare for what we	Mark Smith, Executive Officer, DairyTas	Panellist
don't know?	James Riggall, Manager and Director, Bitlink	Panellist
	Craig Perkins , Chief Executive Officer, Regional Development Australia – Tasmania	Facilitator
So what does this all mean for the future of Tasmania?	Tim Rutherford, Director, KPMG	Presenter
Introduction to Media	Mark Thomas, Director, M&M Communications	Presenter
Leadership Story	Greg McCann, Chairman, Moko	Presenter



Linking Session Five YOUTH, OPPORTUNITIES & SUCCESS FRI 19 – SAT 20 AUGUST / UNIVERSITY OF TASMANIA SCHOOL OF ARCHITECTURE, INVERESK

Tasmania: Should I stay or should I go?	Brooks High School students	Panellists
	Ali Bignell, Teacher and Prefect Group Leader, Brooks High School	Facilitator
Education and Skill Pathways	Jeremy Rockliff, Deputy Premier, Tasmanian Liberals	Panellist
	Jenny Eddington , former Tasmanian Association of State School Organisations President	Panellist
	Malcolm White, TAFE Director Australia	Facilitator
Site Tour: School of Architecture	Richard Burnham, Lecturer, School of Architecture	Host
Barriers and Enablers	Adam Mostogl, Founder, Illuminate Education and Consulting	Panellist
of opportunities for youth: The Tasmanian	Kate Birch , Corporate Partnership Manager, Tasmanian Farmers & Graziers Association	Panellist
Issues	David O'Sign, Chief Executive Officer, Headspace	Panellist
	Lisa Drinkwater, Program Manager, Radar	Panellist
	David O'Bryne, Chief Operating Officer, Beacon Foundation	Facilitator
Success, Happiness,	Zac Lockhart, 2016 Young Tasmanian of the Year	Presenter
Resilience and Empowerment	Luke Jackson, Olympian and business owner	Presenter
Adaptive Leadership	Steve Willing, Facilitator and Coach, Growth in Mind	Presenter
Leadership Story	Jane Bennett, Chief Executive Officer and Managing Director, TasFoods	Presenter



Linking Session Six

INFLUENCE OF ABORIGINAL CULTURE ON TASMANIA'S ECONOMY – BUILDING ON OPPORTUNITIES

FRI 16 – SAT 17 SEPTEMBER / SUSTAINABILITY LEARNING CENTRE, MOUNT NELSON

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Tasmanian Aboriginal Customary Economies	Fiona Hamilton, Principal, Cultural Business Innovation	Presenter
Re-setting the relationship an update on the Government's policy priorities	2: Kate Kent , Executive Director, Communities, Sport and Recreation, Department of Premier and Cabinet	Presenter
Tasmanian indigenous economic initiatives and	Peter Mooney , Former Director Tasmanian Parks and Wildlife Service	Panellist
opportunities	Clyde Mansell, Wukalina Cultural Walk	Panellist
	Dewayne Everettsmith , Mina Nina – Tourism and Events	Panellist
	Trish Hodge, Mina Nina – Tourism and Events	Panellist
-	Daniel Hackett, TLP10 Participant	Facilitator
Site Tour: Explanation of the development of the Tasmanian Aboriginal Culture exhibition ningina tunapri	Andy Baird , Director Community Engagement and the Aboriginal Learning Facilitator, Tasmanian Museum and Art Gallery	Host
	Teangi Brown , Aboriginal Learning Facilitator, Tasmanian Museum and Art Gallery	Host
World Café: Maintaining Aboriginal cultural influence on the economy – what to keep doing, what to stop and what to start?	Jane Hutchinson, 2016 Tasmanian of the Year, Chief Executive Officer, Tasmanian Land Conservancy	Panellist
	Sarah Wilcox , Communications Consultant, Cooee Communications	Panellist
	John Easton, Manager, Pakana services	Panellist
	Ursula Taylor, TLP10 Participant	Facilitator
Human Instincts for leaders	Ros Cardinal, Principal Consultant, Shaping Change	Presenter
Leadership Story	Jan Owen AM, Chief Executive Officer, Foundation for Young Australians	Presenter





Linking Session Seven

THE TENSION BETWEEN ACHIEVING HEALTH AND JUSTICE OUTCOMES IN THE CONTEXT OF CHANGING ATTITUDES TOWARDS DRUG USE

FRI 14 - SAT 15 OCTOBER / DELOITTE, LAUNCESTON

	Jeremy Prichard, Senior Lecturer, University of Tasmania	Presenter
Overview of the topic		Presenter
Missiondale Centre, Evandale	Kent Stone, Case Manager, Missiondale	
Site Tour: Missiondale,	Anne Koops, Joint Site Manager, Missiondale	Host
Evandale	Rob Koops, Joint Site Manager, Missiondale	Host
	Eddie Everett, Case Manager, Missiondale	Host
Recreational Drugs – their	Joanne Stolp , Inspector, Department of Police, Fire and Emergency Management	Panellist
impact on crime and the health system	Adrian Reynolds, Clinical Director, Alcohol and Drug Service	Panellist
	Sharon Cure, Magistrate, Court Diversion Program	Panellist
	Marion Hale, Educator, Drug Education Network	Panellist
	Michael Giudici, TLP10 Participant	Facilitator
World Café – Not in my back yard? Approved Teen Challenge Home of Hope Centre in the Meander Valley case study	Presentation to Craig Perkins , Mayor, Meander Valley Council	
	Dominic Geraghty , Deputy Head, School of Health Sciences, Deputy Chair of Academic Senate, University of Tasmania	Panellist
	Joanne Stolp, Inspector, Department of Police, Fire and Emergency Management	Panellist
	Marion Hale, Educator, Drug Education Network	Panellist
	Donna Brown, TLP10 Participant	Facilitator
The Enneagram and Self- Aware Leadership	Mel Maddock, Madfinch Consulting	Presenter
Leadership Story	John Kirwan, Chief Executive Officer, Royal Flying Doctor Service	Presenter





Linking Session Eight TOURISM: WHO IS IT WORKING FOR? FRI II - SAT 12 NOVEMBER / WREST POINT AND MONA HOB.

Paddock-to-Plate, Clea		HOBART
and-Green, Sex and De The State of Play	<i>n-</i> John Fitzgerald , Chief Executive Officer, Tourism eath: Tasmania	Presenter
The Social Effects of	Anne Hardy, Senior Lecturer and Director, Tourism Research and Education National University of Anna Strategy	
Tourism	and Education Nelwork I piversity of	Presenter
Tourism in Communities Who is it working for?	S: Cheryl Arnol, Deputy Mayor, Glamorgan Spring Bay Council	/ Panellist
57	Michal Frydrych , Mole Creek Business Association a Great Western Tiers Tourism Association	and Panellist
	Nick Haddow, Owner, Bruny Island Cheese	D- 11' /
	Kristie Johnston, Mayor, Glenorchy City Council	Panellist
C	Council Harper, former General Manager, Flinders Isla	Panellist nd Facilitator
Social License: What is it and how do you get it?	The Wilderness Society	Panellist
	Adrian Bold, Chief Executive Officer and Design Director, Mount Wellington Cable Car	Panellist
	Liz Jack , Chief Executive Officer, Macquarie Point Development Corporation	Panellist
	Melinda Percival , General Manager, Corporate Affairs, Hobart Airport	Panellist
	Daniel Hanna, Executive General Manager, Corporate Affairs, Federal Group	Facilitator
Hypothetical: After the Boom – the Future of	Matt Casey, General Manager, Tourism, Federal Group	D
Tasmanian Tourism	Mark Wilsdon, Co-Chief Executive Officer MONA	Panellist
	Graeme Wood, Entrepreneur and Owner of Spring Bay Mill	Panellist Panellist
	Kathryn McCann, Sales and Marketing Manager, Wrest Point and Board Member, Tourism Industry Council of Tasmania	Facilitator
Who am I? The significance of identity and the roles leaders play	Suellen Taylor, Principal Consultant, Culture Code	Presenter
Leadership Story	Robert Pennicott , Owner, Pennicott Wilderness Journeys	Presenter



TLPI0 2016 GRADUATES

Robin BARNES

Lecturer, Access and Social Inclusion

UNIVERSITY OF TASMANIA

Robin has worked at the University of Tasmania since 2007 after completing her PhD in Aquaculture Nutrition. In 2012, Robin switched her focus from aquaculture to education and now has a research career with an emphasis on improving educational outcomes for Tasmania. Robin's research includes educational aspirations and attainment, rural and regional access to higher education, parental engagement and pathways to higher education. She is passionate about education and the community and ensuring that Tasmanians are able to realise their aspirations.

To be a part of the Tasmania Leaders Program this year has been an amazing experience for me. It has given me a chance to learn more about who I am, how I interact with those around me, and clearly identify my priorities. Being exposed to so many different topics, experts and experiences has been inspiring. The year has been challenging but even more rewarding than I could have hoped for on the drive out to the first Residential. TLP10 is an amazing group of 24 individuals which I feel privileged to be part of.

TLP has had a huge impact on me and as I continue my leadership journey, I will use the tools and skills I have learned over the year. It has challenged my thinking and the way I approach different situations and made me more aware of the challenges facing Tasmania now and in the future. The program has helped me to realise my own priorities (both personally and professionally). It has also made me aware of the need for reflection and it is a process I will continue to work on into the future. I look forward to the new networks and friends I have made this year and continuing the journey with them.



" The program has

helped me to realise

my own priorities. **



Louise BISHOP

Operations Manager – Tasmania

ZINFRA

Louise is the Operations Manager for Zinfra in Tasmania. She is responsible for overseeing the gas and electricity teams to deliver gas and electricity transmission and distribution construction, operations and maintenance services. Louise commenced her career in the utility industry in 2000 as part of the project team for the construction of the Tasmanian Gas Pipeline. This led to an operational role with Duke Energy upon commissioning of the pipeline. Following the acquisition of the pipeline by Alinta in 2004, Louise undertook a project management role in the electrical side of the business. As the business has continued to grow in Tasmania, and undergo a number of name changes – (more recently Jemena and now Zinfra), Louise has been responsible for business development for Tasmania prior to her current role.

The TLP experience has been a time of great selfreflection as a result of gaining a greater understanding of two things – the issues facing Tasmania and a greater understanding of myself and my leadership style. There have been many times during the program for me to visualise and consider both personal and career aspirations and as a result of this, the wide variety of speakers and facilitators and my fellow participants, I have a clearer vision of my future aspirations.

I am excited now about how I marry my leadership style with that of others, to focus not only on issues facing our state, but also the opportunities for individuals, my organisation and the wider community. I am inspired to think more strategically both professionally and personally and to have greater confidence in myself as a leader: to use the strategies, models and tools to mentor and nurture others, to fulfil not only organisational goals but personal aspirations that can only make our community greater. " I am inspired to think more strategically both professionally and personally and to have greater confidence in myself as a leader ... "





⁶⁶ The program has ... galvanised my commitment to the state and its future.⁹⁹



Donna BROWN

Manager, Environment, Health and Safety

HYDRO TASMANIA

Donna has worked in various leadership roles over a diverse career. She has worked in the renewable energy and water sector since 2001 with Hydro Tasmania and Entura both in Australia and internationally across SE Asia. During this time she has contributed to industry standards and guides applied globally and has designed sustainability assessment tools and facilitated multi-stakeholder dialogue in international river basins. Prior to that she held roles in mining, small business, community sector and government. In her current role Donna is responsible for environmental, health and safety management across Tasmanian hydropower operations and provides a key stakeholder engagement role for Hydro Tasmania.

The TLP experience came just at the right time for me. I was at a mid career point where I was ready to step up and take on new challenges. The program has opened my eyes to various issues and opportunities in Tasmania and galvanised my commitment to the state and its future. Most memorable for me is being inspired by so many passionate Tasmanians both amongst my own cohort of TLP10 and during the Linking Sessions and Residentials. Participating in the program has given me a broader and more strategic perspective on Tasmania's development challenges and already I can see the difference that makes to my work.

Having just completed the program last month there is a lot to digest and reflect on. I intend to take the time to apply and share the learnings, and work towards some goals I have set. As a result of the program, I am reenergised and ready to take on new challenges and I am looking forward to a broader contribution to the state. Hydro Tasmania has given me great support to join this program and already the organisation is reaping the benefits.



Shuhong CHAI

Associate Dean, Learning and Teaching

UNIVERSITY OF TASMANIA – AUSTRALIAN MARITIME COLLEGE

Dr Shuhong Chai is the Associate Dean (Learning and Teaching) at the Australian Maritime College (AMC), a specialist institute of the University of Tasmania. She is an ocean engineer and naval architect with an international reputation in maritime hydrodynamics and subsea/underwater technology. Her research focus is primarily in the key areas of maritime hydrodynamics, motion responses and manoeuvring of floating and subsea structures including autonomous underwater vehicles and submarines, which is a subset of the broader discipline of maritime engineering. She has over 25 years experience in floating structure performance evaluation by physical model testing and numerical simulation. She provides senior leadership to oversee the AMC's autonomous underwater vehicle research capability development. She also provides higher degree research supervision in various maritime engineering research projects.

Participating in the program in 2016 has provided a great opportunity for me to develop my capacity as a leader. It has also started a great journey with my fellow TLP'ers leading changes in the near future. The highlight of the TLP for me was that I learned so much about Tasmania as a community because I only moved here from Canada eight years ago. This has been a life changing experience for me to meet people with different ideas and backgrounds outside my workplace.

I will continue to improve my own leadership style and approach. I will apply the skills I have developed within the program. My organisation has already gained benefits from my significant growth in leadership including my confidence, and creative and strategic thinking. I am ready to undertake a more senior role when an opportunity comes to thrive and grow in my career. I will maintain the extensive network of the TLP Alumni to work together changing Tasmania for the better.









" My organisation has already gained benefits from my significant growth in leadership."

⁶⁶ I'm wiser, more confident and more self aware. ⁹⁹



Daryl CONNELLY

Executive Officer

CRADLE COAST INNOVATION

Recipient of the Tasmanian Leaders Alumni Change Maker Scholarship

With others, Daryl co-founded Cradle Coast Innovation to support people with a business or business idea, at a time when the region's prospects were widely being talked down. Prior to that, he worked in the hospitality and agrifood industries. Daryl is a chef by trade and holds a Master of Business. In 2015, he was named Tasmanian Not-For-Profit Manager of the Year by the Australian Institute of Management. After his wife and two daughters, Tasmania is Daryl's greatest love, followed closely by a swag of other interests which include dinghy sailing, beekeeping and bushwalking.

I thought that I knew almost all there was to know about myself and how I relate to others, before going into the program; in fact, I almost did not apply. I was astonished that the program revealed some very significant blind spots. I had done lots of professional development before, but TLP is different. Finding myself in the company of highly accomplished people that I look up to, and having sacrificed significant family time to be there, I was determined to use the opportunity to make positive, lasting changes.

For as long as I can remember, I've wanted to make a big difference to our island and to the way we Tasmanians see ourselves. I feel far better equipped for that journey, and I feel strengthened and energised by all of my fellow travellers – the fine people of TLP10 and the cohorts before us. I am wiser, more confident and more self aware. I am not as quick to judge myself or others, yet quicker to try new things without having to perfect them first. It is no coincidence that this year, I have found the courage to move further outside my comfort zone, whether that be sharing some writing with others, or signing up as an enthusiastic but woefully under-skilled crew member in an ocean race!





Amanda FRENCH (STREET)

Senior Research and Project Officer

RELATIONSHIPS AUSTRALIA TASMANIA

Amanda completed a Bachelor of Arts, with Majors in Law and Criminology at the University of Tasmania in 2008 and went on to complete a Masters of Criminology and Corrections in 2012. She started her career in the drug and alcohol community sector, where she managed a large capacity building project for the peak body. In 2015 she made a change to a larger organisation and commenced work with Relationships Australia Tasmania in a business development role. Amanda is highly driven and passionate about contributing to the community and making Tasmania an enjoyable place for all. Always looking for the next challenge or adventure, Amanda's role in the community sector is not limited to her workplace, she also sits on a number of boards and volunteers her time with Make-A-Wish Australia.

TLP challenged me, inspired me, taught me to not take myself so seriously, to enjoy the small wins, to make the most of opportunities when they are presented, to be patient (!), but mostly it taught me to trust myself. To be confident in my skills, ability and knowledge and to not apologise for my passion and enthusiasm. To have access to the richness and diversity of speakers who gave their time to us throughout the year was an absolute privilege. They each had a different impact on me and all left me with some clear take-home messages. I have developed my own personal leadership style and have a greater understanding of the impact of this on others. I have greater insight into the perception others have of me and I am much more aware of when I need to 'dial up my P'. I have enjoyed every minute of the program and look forward to participating in the Alumni in the future

The chance to spend time on personal reflection throughout the year was so important for my growth. The program has enabled me to develop a more considered and strategic approach to decision making. I feel that this approach makes it easier to engage the support of my colleagues and fosters a collaborative approach. The impact that this has had, at both a personal and professional level, has been profound. Thank you to everyone who supported and encouraged me throughout my TLP journey in 2016.

"The program has enabled me to develop a more considered and strategic approach to decision making."









Michael GIUDICI

Surveyor General

LAND TASMANIA, DEPARTMENT OF PRIMARY INDUSTRIES, PARKS, WATER AND ENVIRONMENT

Michael has been Surveyor General for three years following the majority of his career in the private sector. His role includes responsibility for Tasmania's surveying and spatial infrastructure, including the aerial imagery program, TASMAP products and the maintenance, enhancement and delivery of the state's Land Information System, or LIST. Michael administers the Surveyors Act 2002 which provides for the regulation of the surveying sector, including audit, investigation and the setting and monitoring of technical standards. Michael has also been a volunteer member of professional associations for twenty years and has chaired numerous state and national working groups and committees. He is presently Chair of the Intergovernmental Committee on Surveying and Mapping. In his spare time he enjoys boating, fishing, gardening, walking, reading and music.

I applied for the Tasmanian Leaders Program to widen my professional and social networks, improve my capacity to lead at a higher level, and to be stimulated and have fun. What I did not anticipate was the degree of self awareness and reflection I would undergo, and that has actually been the most transformational aspect of the year's journey. I suppose that we live life at a pretty fast pace and do not generally allow enough time for reflection and evaluation of where we are going. One of the most rewarding parts of the program has been the participants, many of whom will remain good friends. The variety of careers and

Although the program year has finished, I am sure that my learning and development will continue, particularly through the ongoing connection with my Learning Set, who plan to meet regularly to continue our professional development. I am yet to tap into some of the work-related components of the program but aim to do so by reflecting on the year and reviewing the content from my notebooks. Also, I would like to remain associated with Tasmanian Leaders through the Alumni network and meet participants from other years.

life experiences has added so much to the practical components of TLP.



I didn't anticipate the degree of self awareness and reflection I would undergo.

Chris GRIFFIN

Chief Executive Officer

TOURISM NORTHERN TASMANIA INC

Chris is a twenty year veteran of both the tourism and travel industries, in both New Zealand and Tasmania. Currently Chris leads the Regional Tourism Organisation, Tourism Northern Tasmania, which is the peak industry body for the north of the state. The core focus for Chris and his team is increasing the economic and social returns from tourism to communities in northern Tasmania. To do this, they focus on: marketing their destinations to high yield visitors; supporting and leveraging major events held in the region; championing Tasmania as the cycling mecca of Australia, epicentre in the North; working with industry partners to attract workforce, develop skills and experiences, and lobby, advocate and celebrate their industry.

My Tasmanian Leaders Program experience can be best described as an exploration of self and selflessness shared with 23 of the most dynamic, diverse and remarkable people Tasmania has to offer. Not one specific highlight stands out, but moments of clarity drawn from both positive and not so positive experiences will remain for a lifetime. What was unexpected was at the age of 43 years, there was still quite a lot to still learn about myself... and also those closest to me at work and at home. What was perhaps most rewarding was sharing learnings, models and methods with my wife and my team after returning from a TLP weekend.

The immediate changes I have made as a result of being on the program is to spend more time to stop and reflect on those around me and how we relate to each other, beyond 'getting stuff done'. This reflection means we are now making better decisions together and collaborating better with each other and our multitude of stakeholders. The main thing I want to do from here is infect the tourism industry with the aspiration and value of developing people through mentoring and the support for local leaders. World domination is still a life-time goal, but perhaps I will start by helping to gather the collective will of many to shape the fortunes of one little island!





"We are now making better decisions together and collaborating better with each other and our multitude of stakeholders."



⁶⁶ Learning about myself was the most powerful experience, enabling me to better identify my strengths, work on any blindspots, and learn in a challenging and often nonconformist setting.⁹⁹

Daniel HACKETT

Founder

RIVERFLY 1864

Recipient of the Cityprom Member Scholarship

Daniel Hackett is the co-founder of RiverFly 1864, a specialised Tasmanian tourism business, and winner of a 2016 Tasmanian Tourism Award. RiverFly 1864 offers guided fly fishing trips, tuition, and a destination retail shop in Launceston. In recent years Daniel has focussed on operations in the Tasmanian Wilderness World Heritage Area, developing one of only two camps currently permitted in the World Heritage Area. Building on the success of this development, Daniel is the proponent of a new eco-tourism project at Halls Island, in the Walls of Jerusalem National Park, built around European and Aboriginal cultural heritage.

The TLP experience was a professional game-changer for me. As a small business person, it was a great way to expose myself to new ideas, new decisions and review processes, and industry perspectives from a broad range of professions. Having the opportunity to learn with a group of diverse Tasmanians, and gain access to a great array of guest speakers was invaluable. But for me, learning about myself was the most powerful experience, enabling me to better identify my strengths, work on any blindspots, and learn in a challenging and often nonconformist setting.

I look forward to heading into the post TLP world with broader and more powerful personal and professional connections, and a better personal toolkit to take advantage of opportunities as they arise. The power of authenticity and the Tasmanian cultural narrative resonated throughout the year for me, and I look forward to building on these Tasmanian strengths through tourism, enabling us to share our stories with the wider world, creating a more sustainable Tasmania along the way.





Jeff HARPER

Regional Chief TASMANIA FIRE SERVICE

Jeff has been with the Tasmania Fire Service (TFS) for 31 years commencing as a recruit fire fighter with the Launceston Fire Brigade in 1985. His career has seen him undertake all aspects of the service from operational firefighter, fire investigator, fire safety and training through to the operational management role he currently holds. Jeff has represented the TFS on interstate deployments to Victoria, NSW and Far North Queensland in response to both fires and cyclones. Jeff was the 2015 recipient of the Australian Fire Service Medal (AFSM) for dedicated service and is a member of the Executive Leadership Team for the TFS.

I started the Tasmanian Leaders Program wanting to broaden my knowledge of leadership outside the government environment and meet a more diverse range of people than I normally interact with. By the end of the program I can say I achieved that and more. I learnt so much from the group of people in TLP10, their life experiences, skills and personalities which helped me learn more about myself and then apply this back into my life. Apart from the personal growth I found the exposure to the issues and innovation that are currently impacting or occurring in Tasmania to be refreshing, motivating and challenging. Tasmania has so many good people doing good things that go unheralded and it was humbling to hear their stories while challenging to hear of the issues confronting Tasmania into the future; a future that hopefully we as leaders can help shape in a positive way.

The Tasmanian Leaders Program has provided me with a wide range of tools and skills, many of which I have already started to apply in my life. It has provided me with an extended network of peers that I hope to stay engaged with and hope we can continue to work on programs that assist communities through education, or the establishment of programs to help them help themselves. I intend to continue to learn about and assist in the development of future leaders, both inside my professional life and outside. " I found the exposure to the issues and innovation that are currently impacting or occurring in Tasmania to be refreshing, motivating and challenging."







" TLP presented the challenge and support to help me find an authentic leadership style."

Theresa HAY

Acting Director Science Program – Land

DEFENCE SCIENCE AND TECHNOLOGY GROUP

On entry to the program: Defence Scientist – Food Science

Although currently living in Launceston, Theresa frequently works at Russell Offices, Canberra, for DST-Group. Theresa is a food scientist with a strong interest in industry partnerships and technology transfer. Theresa also enjoys taking on roles outside her knowledge domain of food science, like her current role as Acting Director Science Program – Land. This liaison role sits with DST-Group's Army partners, and in addition to frequent visits to Canberra, also presents Theresa with an opportunity to get up to speed in the diverse range of science and technology that Army needs to maintain a capability edge, now and into the future.

TLP presented the challenge and support to help me find an authentic leadership style, and to understand the differing styles of others. During the program we were presented with many personal analysis tools, both in theory and practice, to help us identify and articulate our preferences, values and personal 'brand'. I found the group discussions and subsequent reflection time very helpful in developing the skills and confidence to find and grow my unique leadership style. TLP also provided the opportunity to develop a deep understanding of the significant challenges and opportunities of our beautiful island state – Tasmania.

Post TLP, I am taking up an opportunity to develop and strengthen skills in new areas, and I will continue to grow the skills I have. For the next twelve months, I will be working as Program Manager Submarine Capability, for DST-Group in Melbourne. This role will require financial management and international engagement – two new skill areas for me to develop. Our Learning Set will also be conducting our project, Mole Creek Stories, which will see us capturing personal stories through short films to help connect young and old in rural Tasmania.





Prue HORNE

On a gap year, discovering her next step...

On entry to the program: Human Resources Manager, Vantage Group

Prue entered the program as the Human Resources Manager for Vantage Group, a business unit of the Federal Group which operates communitybased hotels and the 9/11 bottleshop chain. After growing up in Hobart and Airlie Beach, Prue began her career in Japan, teaching English and translating and interpreting for government. On her return to Australia, she studied information systems and worked briefly in IT before spending five years with Deloitte as a management consultant in Hobart and Melbourne. After returning to Tasmania, Prue moved into human resource (HR) management and change management. At the end of 2016, after ten years in HR and six years with Vantage Group, Prue embarked on a new chapter with a purposeful 'gap year' to decide her next career step. Prue is passionate about empowering others to make positive change and is a director of Queen Victoria Care and the Hobart Cat Centre as well as a Whitelion mentor.

I have a theory that the universe waited until the time was right and then gave me the gift of TLP10! 2016 has been a year of incredible personal growth for me and TLP has made a huge contribution to that. In addition to being an excellent reinforcement of many previous learnings and tools, the program has both challenged and deepened my understanding of myself and how I want to contribute to the world. I have had my knowledge of Tasmania broadened, been exposed to talented Tasmanians doing incredible things and had my eyes opened to the possibilities that exist in our beautiful state. It was a pleasure and privilege to spend a year with 23 amazing Tasmanian leaders in a safe, supportive, nurturing environment and I look forward to sharing our future leadership journeys together:

Vantage Group was such a fantastic place to learn, grow, be challenged, help our community and have lots of fun, so saying goodbye after six years was very hard. On the other hand, my exposure through TLP10 to diverse people who see the world in such wonderfully different ways increased my courage to tread a different path. After twenty years of corporate life I am embarking on a year of 'following my heart' to discover my purpose and how I can best contribute to Tasmania and the world. I cannot wait for what is next for me, whatever and wherever that may be!





" The program has both challenged and deepened my understanding of myself and how I want to contribute to the world."





I feel extremely fortunate to have landed a place in the program at the perfect time in my career.

Kacee JOHNSTONE

Communications Advisor - Strategic Projects

DEPARTMENT OF HEALTH AND HUMAN RESOURCES

On entry into the program: Director Revenue and Brand, Heart Foundation Tasmania

Recipient of the Tasmanian Leaders Not-for-Profit Scholarship

Kacee grew up on the beautiful north-west coast of Tasmania. Influenced by the values of her working class family, she developed a love of learning and a deep sense of social justice. Kacee moved to Hobart and in 2006 graduated with an Arts/Law Degree. Kacee spent the first six years of her career working as a Senior Advisor to several Federal Members of parliament, including the Hon Duncan Kerr Chev LH, and Andrew Wilkie MP during his first term. During this time, Kacee learnt the art of effective advocacy, and the strategies used to influence decision-making. In 2015 Kacee ticked off one of her major 'bucket list' items, leaving paid employment to volunteer for an Australian charity in rural Cambodia. Upon returning Kacee took a senior management position with one of Australia's leading charities. Kacee has recently established a communications consultancy and currently serves as a Director on three boards: Migrant Resource Centre (South), Gymnastics Tasmania, and Flourish Tasmania.

Participating in the Tasmanian Leaders Program has been an overwhelming positive and constructive experience. The program has helped me to identify and develop real confidence in my suite of professional skills and experience. It has given me the practical tools I needed to be strategic and to effectively manage workplace politics at this stage of my career. The Linking Sessions were fantastic, and provided a progressive affirmation of the breadth of my existing knowledge and networks. However, it become quickly apparent that the best resource of the program was the other participants (past and present). Having regular access to the brains of the 23 other participants with such varied professional experience and problem-solving approaches was refreshing and invaluable. I feel extremely fortunate to have landed a place in the program at the perfect time in my career.

My future looks a lot different post TLP than at the beginning! The program gave me a clear measure of 'work' specifically when it comes to the individual's professional capacity to make a real difference. This measure saw me resign from my job mid-way through the program and re-examine my career priorities. I learnt that it is important for me to work in roles where I can directly influence positive people-centred change. Since then, I have established a consultancy, and formed good networks with Australian based organisations with an international development focus. My aim is to develop myself as a communications specialist capable of taking on short-term projects to facilitate the roll-out of development activity in-country. I have also recently re-immersed myself in policy development at a local level, which has been extremely affirming. I cannot rule out a return to politics, however being an armchair observer suits for now.

Fiona KERSLAKE

Research Fellow, Tasmanian Institute of Agriculture

UNIVERSITY OF TASMANIA

Fiona is a grape, wine and cider researcher with a passion for delivering industry-relevant outcomes. She has a true commitment to Tasmanian agriculture, partly due to growing up on a farm in the Derwent Valley and partly due to the incredible natural resources of Tasmania. Fiona also works in the not-for-profit sector, both in governance and on the ground volunteering. She and her husband enjoy giving back to their community, and this is something they would like to instil in their small children. Fiona and her husband have also recently started a small tourism business in Launceston, so she is developing skills in the start up field.

The Tasmanian Leaders Program experience has been a transformative one for me. The exposure to high calibre speakers and contributors has widened my perspective of Tasmania and indeed my world view. A highlight for me has been the skills I have learnt from many of the speakers that I have subconsciously adopted, as well as the ones that I have been consciously applying. One of many turning points in my journey, was hearing from a victim of domestic violence about her experience and her views on how the 'system' failed her. There was a real 'aha' moment that action can and should be driven upwards and not just wait for directives to come down. This will now contribute to how I engage with community issues moving forward.

I feel that my personal transformation began after the first Residential. I have been able to add skills and models related to leadership to my toolkit, enabling me to be more responsive. Although I do not sit on the management team in my primary organisation, I now better recognise and value my position of leadership and am better equipped to affect positive change. I am now a more effective manager and leader in my community based roles, leading these organisations through periods of upcoming flux. My leadership development is not over at this point and I look forward to the opportunities that

are offered through the Alumni. I am motivated to help Tasmanian Leaders become a best-practice leadership model that will be adopted throughout the world! "The exposure to high calibre speakers and contributors has widened my perspective of Tasmania and indeed my world view."













Stuart LOONE

General Manager

SPRING BAY MILL

Stuart trained as an actor and director at University of Tasmania, completing a Bachelor of Performing Arts (Theatre) in 1997 and has been deeply involved in Tasmania's theatre industry since then; working with companies including Mudlark Theatre, Ten Days on the Island, Second Storey, Tasmania Performs, Theatre North, TasDance, University of Tasmania, the One Day Projects and Three River Theatre. In 2008, Stuart undertook a residency with Canada's Artistic Fraud of Newfoundland and Theatre Newfoundland Labrador, researching the creation of new work and its economic impacts in island communities. From 2008 - 2014, Stuart was the artistic director of Launceston's Mudlark Theatre, and, after a stint as Operations Manager for Artology (Graeme Wood's national arts philanthropy program), Stuart transferred to Spring Bay Mill as General Manager – a gig which combines his love of history, ideas, regional communities, the environment, the arts and starting big, new things.

It is a rare thing to have the space and time to reveal things about yourself to yourself. Through deep insight into the inner workings of our island society, we were given so much opportunity to place ourselves into a larger context, and to examine our motivations, goals and our calls to action: the demographic cliff, the innovation of new industry, the politics of colonialism, the inner workings of the justice system, the day-to-day of living where we do... Linking Sessions were like looking at surgery, with Tasmania the patient on the table. The depth and breadth of the TLP experience, including the illuminating Residentials and access to such incredible leaders, has led me to challenge myself, kick myself and, most importantly, back myself.

I move into the future taking a more grounded version of me into the world, and knowing I can at anytime draw on the accumulated wisdom of 23 brilliant comrades and the wider TLP community. Armed with the TLP toolkit, problems are already being diagnosed and solved in new ways, and I cannot think of a scenario where the learnings will not be useful. Tasmania's ripe for change. And TLP has shaped the people with broad enough shoulders and smart enough brains to make a real difference.

" Access to such incredible leaders, has led me to challenge myself, kick myself and, most importantly, back myself. "

Susan MCLEOD

Senior Environmental Consultant

GHD PTY LTD

Susan is a Senior Environmental Consultant with GHD Pty Ltd based in Launceston. Susan's career spans product development in food manufacturing, health safety and environmental management, project management and business development. After graduating from the University of Tasmania in 1996, Susan accepted her first job in the Dairy Industry in Adelaide where she lived for four years. Susan later moved to Melbourne where she incorporated a Masters degree in Environmental Science into her full time work. Susan spent twelve years in Melbourne of which six years were as National Environment Manager for a food manufacturer, focussing on efficiency improvements and compliance across 22 manufacturing facilities across all states. In 2012 Susan returned to her home state as part of a lifestyle change, moving to a beautiful property in Mole Creek with her husband Justin. In her current role she leads a team of environmental scientists that provides assistance to a range of industries in environmental management issues.

I have found the TLP experience enlightening, providing a great depth of knowledge and awareness of the challenges and opportunities in Tasmania. I believe the diversity of perspectives, people and coverage of all aspects of life and business in Tasmania offered was something I probably would not have achieved over my lifetime. I liked the seemingly mysterious pathway it took us along - not really knowing what was coming next, or what challenges we met, but gradually over the year, without even realising, we were becoming more confident and brave to tackle and dissect anything and try new tools and approaches. The program seemed random but with a purpose, as well as extremely well crafted and organised - is that even possible? Yes, yes it is. I have been amazed at the enthusiasm and sheer capacity of the TLP10 group to take on more than they already managed in their busy lives. Upon reflection I have probably gained some new friends that I never expected from the program.

After the program I feel I will be more assertive in stepping in when I have something to offer. I have a clearer understanding of my own strengths and weaknesses and how they fit into the broader business and my community. I expect I will more actively seek challenges and be more willing to take risks – I have lost a little of the fear of failure which has held me back in the past. I entered the program wanting to make a stronger connection between my career, living in a regional community, my personal values and how my husband and I can build a business on our property that provides a positive community impact and a small footprint . I haven't yet reflected enough or given this the time it needs, so that is my priority for the next year – making this dream come true.

⁶⁶ After the program I feel I will be more assertive in stepping in when I have something to offer. ⁹⁹







" The multi-faceted design of the program has delivered the highest quality of experiences and learning."

Alexandra MITCHELL

Policy Analyst

AGRIGROWTH TASMANIA, DEPARTMENT OF PRIMARY INDUSTRIES, PARKS, WATER AND ENVIRONMENT

Alexandra has had a multidisciplinary career since graduating with BSc.Hons in 1992 from the Australian National University. Specialising in population and molecular genetics she worked with CSIRO Forestry and Forest Products for several years undertaking seed collections, molecular genetics and population genetic studies of Australian native species, and also in the commercialisation of seed for forestry uses both nationally and internationally. In 2001 a career change took her to work with the Commonwealth Department of Agriculture in industry development programs, which included both grant and educational training for businesses looking to innovate and commercialise new ideas and technologies. In 2005 she joined DPIPWE and has worked in the policy and industry development space for the primary industries sector, including specialisation in areas of organic industry policy work and development of the first domestic organic and biodynamic Standard with Standards Australia (AS6000). Alex currently works with DPIPWE'S AgriGrowth Tasmania Division which provides leadership and expertise in agricultural and rural sector policy to foster a sustainable primary industry and food sector.

The 2016 Tasmanian Leaders Program has enabled me the time and space to experience Tasmania in a way no other program could. I applied for the program as I had started to stall in my career and felt I was missing 'something' about both the work and community environment of this very unique state I have chosen as my home. The multi-faceted design of the program has delivered the highest quality of experiences and learning, and also required us as participants to step out of our comfort zone and look at the issues and social environment of Tasmanian industry and community. I feel privileged to have met so many inspiring individuals throughout the program, both as participants and presenters. To say it has changed my life does not under-estimate the impact it has had both professionally and personally, and I look forward to putting my new skills and enthusiasm back into Tasmania through my professional and community work.

The program has delivered a renewed confidence to engage in areas I have found interesting, but considered myself lacking the required technical skills or experience in order to provide meaningful input. Over the next few years I will enjoy exploring both professional and community opportunities with a new understanding of collaborative partnerships, and I am excited about what my experiences might add to these forums. I now have an expanded and direct line of contacts, which has already helped in getting accurate information to help with evidence based policy development for the Tasmanian primary industries sector. I will also revisit some of my international work in community development over the next few years and use all the skills that TLP has bestowed upon me!

Leigh OSWIN

Change Manager

ASHLEY YOUTH DETENTION CENTRE, DEPARTMENT OF HEALTH AND HUMAN SERVICES

On entry into program: Project Coordinator, Sport and Recreation, Department of Premier and Cabinet

Position on program jointly funded by the Department of Premier and Cabinet, and Gymnastics Tasmania

Based in Launceston, Leigh has a range of public service and not-for-profit experiences. Having recently transitioned from a leading sports administration role with the Department of Premier and Cabinet to tackling change management within the Ashley Youth Detention Centre, Leigh excels at understanding and influencing positive organisational change. Leigh describes his leadership style as collaborative, values driven, and pace setting. He has particular interest in organisation cultures, change, governance and strategic direction. Leigh is passionate about sport and Tasmania's youth and has previously led a branch of the Launceston PCYC. Some recent achievements include leading the successful state-wide governance reviews and restructure of Athletics Tasmania and Basketball Tasmania, and implementing robust continuous improvement programs with both Basketball Tasmania and Gymnastics Tasmania. In 2016 Leigh also led the review of the Government's Standards for Boxing and Combat Sports. Leigh is the Chair of Gymnastics Tasmania, a high performance gymnastics coach and judge, and had the privilege of being an Olympic Selector for the 2016 Rio Olympics. He is also heavily involved in Tasmanian theatre.

The TLP experience for me is an affirmation and mobilisation of many things I suspected, but did not know about myself. It has left me braver, empowered and in pursuit of my dreams. The treasure trove of Tasmanian Leaders graduates with whom I am now connected is a highlight. As a well-established introvert, the daunting task of networking has been redefined, its value highlighted and (at times) I think I am even good at it. So many moments have left me reeling throughout the program.





" The TLP experience . . . has left me braver, empowered and in pursuit of my dreams. "

An early call to arms to make Tasmania a better place, starting now, from Robyn Moore was the first amongst many catalysts. The value of reflection was a definite take home message. As someone who is constantly planning ahead and living one week ahead of myself, the program has enabled me to hone my planning and discover time to exist in the now. I am appreciating successes as they come and can pinpoint the moments gone that have created who I am and what I believe in.

I have set myself some challenges to ensure I continue to develop beyond TLP:

- I am dialling up my altruism and working harder to ensure others come first. The benefits of more work and effort must now be more far reaching than they have in the past;
- I am actively seeking opportunities to align my activities and organisational involvement directly with my personal values; and
- I am owning my ability to set the pace, but also becoming more skilled at taking others with me.

"There were many awe-inspiring moments, from inspirational leadership stories, to insightful discoveries in group activities, to those quiet reflections that came after a TLP weekend."



Monica PLUNKETT

Owner and Creative Director

HALIBUT CREATIVE

Recipient of the Tasmanian Leaders Alumni Change Maker Scholarship

Monica is Owner and Creative Director at Halibut Creative, a small design and advertising agency she set up with her husband in 2008. After working in Hobart and Brisbane for many years at large advertising agencies, Monica moved to Launceston to build a creative agency that could fill a gap in the market - a business that is hands on with its clients, insistent on producing high quality creative, and truly understands communication, branding and the needs of the client. Over the past eight years with Halibut Creative, Monica has worked closely with a range of businesses, from government and large corporations, to small businesses and not-for-profit organisations, but the industry sector that inspires her the most is tourism. Monica feels that understanding our tourism offering in the state, and then marketing it effectively, is the key to driving a strong and healthy economy. Monica is currently Vice Chair of Launceston's Cityprom Board – an organisation aimed at encouraging the promotion and development of Launceston's central business district.

I had heard about the program before I applied, and had several colleagues who strongly encouraged me, but I must admit I was still unprepared for how amazing the journey would be. From the opening Residential at Strahan (where I felt completely in awe of my inspiring fellow participants), to the final Residential at Cradle Mountain (where these fellow participants - now good friends - admitted they had felt the same back in Strahan!), every month has been filled with incredible learning. I gained knowledge of our state and the issues we face; a better understanding of leadership in general; and most importantly, a much deeper awareness and understanding of myself, and the part I can play in shaping the future. There were so many awe-inspiring moments, from inspirational leadership stories, to insightful discoveries in group activities, to those quiet reflections that came after a TLP weekend – I am sure that I will continue to reflect and be inspired by this past year for a long time into the future.

As I venture out into the post-TLP world, I feel inspired and humbled by the fact that I now belong to a pretty special group of people, who are influencing positive changes in our state. Being part of the TLP 'family' has not only provided me with an impressive range of skills and support to call on, but it has given me great confidence – that I too, can make a difference. On a practical level, I will continue to apply various TLP tools and strategies to my business. And with our Learning Set Project still in its infancy, I know I will have the opportunity to apply TLP learnings as this unfolds. On a personal level, I am sure I will reflect on the things I have learnt about myself, as well as the inspiring things I have learnt about others, and will become more insightful and empowered as a result.

David PYEFINCH

Director

MADFINCH PTY LTD

David is a Tasmanian filmmaker who has won awards for his quirky off-beat short films. He spent a large part of his career as a professional in the film and television industry, including public broadcasters, ABC and SBS. He currently runs his own independent production company, Madfinch Pty Ltd, making creative, values-driven digital content for a diverse range of clients. He specialises in authentic Tasmanian stories. You can see David's work at madfinch.com.

As an independent creative person I was unsure where the program might take me. Gradually my eyes opened to seeing the world through a different lens. I met people who operated in a completely different hemisphere from mine and my challenge became working out how to see things through their eyes. This was my revelation. I really enjoyed learning about innovation, and was excited to find people doing fantastic things in unlikely places. I learnt a lot about Tasmania and its difficulties and thought a lot about what I can do to make it a better place for my children.

Participating in the Tasmanian Leaders Program was inspirational. I am now more confident, self-aware and conscious of what values are important to me. Every day I use what I learned from the Enneagram, Myers-Briggs Type Indicator and values sessions in my relationships and my business. I can see new possibilities in Tasmania and I have been motivated to give back to the community. I now want to develop my mentoring skills so I can inspire young people to express their stories through digital media. I am now more confident, self-aware and conscious of what values are important to me.



"The program provided me with powerful opportunities to have my own motivations, thinking and behaviours challenged and changed."



Malcolm REEVE

General Manager

OCHRE RECRUITMENT

On entry into the program: Operations Manager, Ochre Recruitment

Malcolm is the General Manager of Ochre Recruitment, a medical recruitment agency based in Hobart with offices in Sydney and Wellington (NZ). Having worked for Ochre for more than five years, Malcolm gains great satisfaction from being part of an organisation that supplies doctors to communities in need throughout Australia and New Zealand. He plays a pivotal role in driving the strategic direction and is responsible for all aspects of business performance, human resource management, contract compliance and business development. He is fortunate to work with an energetic, talented team and is always looking for ways to bring out the best in them both as individuals and as a group. Malcolm graduated from the University of Tasmania in 2000 and lives in Hobart (despite multiple failed escape attempts to the UK and the 'big island!) with his amazing wife and two beautiful daughters.

TLP arrived at the perfect time for me. Having recently been invited to step up and run Ochre Recruitment, I was hungry for new ideas, methods, tools and networks to help me lead more effectively. I had grown increasingly aware of a need to start giving back to the Tasmanian community which had afforded me so many opportunities. Initially beset by doubts over my 'belonging' in the program alongside such an incredible group of peers, I was shifted outside my comfort zone but also supported to grow in confidence throughout the year. Hence one of the main outcomes from TLP10 for me is a greater sense of 'belonging' – both within TLP and beyond it. The program also provided me with powerful opportunities to have my own motivations, thinking and behaviours challenged and changed; particularly in relation to Tasmania, with its unique opportunities, complexities and challenges. I feel privileged to have learnt so much from my peers, facilitators and guest speakers, and incredibly fortunate to have the opportunity to make many great new friendships.

So, what happens next? Well firstly, our Learning Set has a project to deliver! As I had hoped, TLP provided me with new tools and approaches to lead and live better. I intend to practise and apply these more. However there is no doubt that the personal growth aspect of TLP was ultimately just as significant and very humbling. A big part of the future will be continuing to explore the intersection between that personal growth and my 'positional' leadership; to find how and where I can contribute more in business, the community and family life. Rather than feeling that something has come to an end, I sense that I am at the start of something new. I feel challenged and inspired in equal measures!

Kieran RIMMELZWAAN

Project Manager

VOS CONSTRUCTION AND JOINERY P/L

Kieran is a Project Manager with Vos Construction and Joinery Pty Ltd, based in Devonport on the North West Coast. Kieran's primary responsibilities are to oversee the successful completion of projects within the North West region. Completing formal studies via correspondence whilst working full time, Kieran graduated with a Bachelor of Construction Management from the University of Newcastle and has a keen interest in the built environment and how it integrates with communities. Outside work, Kieran is an active member of the Penguin Surf Life Saving Club, Penguin Squash Club and enjoys keeping fit and playing sport. Kieran is married and they are expecting their first child mid-2017.

I entered the Tasmanian Leaders Program a little unsure as to how much I would get out of it, with questions of how much of it would be relevant and apply to me? I quickly learnt after meeting everyone in Strahan that the diverse range of backgrounds, professions and experience of my fellow participants would ensure it would be an interesting, challenging and inspiring year. The program has forced me to look at issues that are not necessarily part of my everyday life. I am very grateful for being given this opportunity to gain perspective, balance and understanding, as well as increasing my own self-awareness. Then there are all the fantastic people – the speakers, facilitators, panellists and other participants. To have had the opportunity to hear from, meet and get to know the people involved in the program has helped me grow personally, and I feel privileged to have had this opportunity.

By hearing incredibly motivational and inspirational speakers across the course of the year, I have been exposed to some fantastic models, different ways of thinking and several strategic tools which I can and have been using, sometimes oblivious to the fact that I am actually applying them. For me, this has demonstrated what I achieved from the program – being able to take a strategy from one industry completely removed from my background and find a message, theory, or model that is relevant for me and how I can use it. While the formal part of the program is over, I am excited for my future and how I can contribute to Tasmania's future.





" The program has forced me to look at issues that are not necessarily part of my everyday life."







" The Tasmanian Leaders Program is one of the best things I have ever done"



Lance STAPLETON

Department Manager System Performance and Productivity

TASWATER

On entry into the program: Department Manager Product Quality

Lance joined Hobart Water in 2007 and is currently the Department Manager System Performance and Productivity at TasWater after surviving nearly a decade of water reform. With a degree in Chemical Engineering from the University of NSW he now describes himself as a reformed engineer and certifiable mad scientist. His scientific teams cover responsibility for drinking water quality and environmental impacts on 'both sides of the flush' to deliver better water quality outcomes for Tasmanians. He also oversees a laboratory and a small but dynamic innovation team. For the past 24 years, Lance has worked in Australia and overseas on numerous projects in industrial, wastewater, minerals, agricultural and government sectors with a strong water quality and environmental focus. He lives south of Hobart on a small hobby farm and when not wrestling with water quality he plays the banjo and catches squid from his kayak. Lance is passionate about improving communities and the environment.

The Tasmanian Leaders Program is one of the best things I have ever done and has shaped my thinking and outlook. It has been a huge year, and while the commitment of time and energy has been significant, the benefits have certainly been worth the effort. The focus on strategic thinking is something I brought immediately to my work. Many things I learned on the Saturday, I applied the following Monday. Meeting with, and hearing stories from Tasmanian leaders also provided inspiration and a fresh viewpoint on issues in work, life and politics. Since joining the program several of my colleagues have commented that I have become more empathetic and understanding of others' needs and feelings. Another benefit of the program has been the ability to work with an amazing group of people and form powerful networks. I have developed deep friendships within the program that will endure long after the sessions have become a fond but distant memory. I think I have learned a little about leadership, but a lot more about myself.

I will certainly stay involved with Tasmanian Leaders once this year is over and I want to use the experience to motivate and inspire others. The lessons I have learned are already proving valuable as we go through a restructure and refocus of our organisation. I plan to bring these newly acquired tools into TasWater to build strong teams and interteam relationships. TLP has certainly confirmed my desire to deliver clean drinking water and better environmental outcomes around our state to support our tourism and clean food economy. I feel much better equipped for this challenge and know there is a fantastic cohort of leaders to rely on for guidance and inspiration.

Ursula TAYLOR

Communications Officer

DERWENT ESTUARY PROGRAM AND CRADLE COAST NRM

Recipient of the Cradle Coast NRM Scholarship

Ursula made the move to Tasmania sixteen years ago on the strength of a six-month contract to work on Tasmania's Wilderness World Heritage Area. This experience confirmed Ursula's view that Tasmania is a natural resource manager's dream, so she stayed. That and having two children here has all but cemented her and her family to the state. Ursula has had the opportunity to work with people on farms, in industry and all levels of government in looking after Tasmania's natural assets. Most recently she has worked with the Derwent Estuary Program. It is here she likes nothing better than working collaboratively on projects that have tangible outcomes that benefit the community – like cleaner water at Hobart's beaches.

My TLP experience has been inspiring. From starting the year wondering why I was there, I now feel that leadership is less mysterious and something I can embrace. I have learned much from other leaders and my fellow TLP participants. Their willingness to share their experiences, good and bad, has made them accessible and given me a much needed confidence boost. I have loved that my thinking has been challenged and even flipped this year. I have learned there are leadership lessons in unlikely places. I have made peace with a past traumatic event and am now able to focus on the positive attributes I have as a result, which is empowering. I am deeply appreciative of the opportunity to be part of TLP10 and I am excited about saying yes to opportunities that benefit Tasmania.

Happily I am still passionate about looking after Tasmania's natural resources and feel I have a greater skill set and understanding of myself to step up in this field. My organisation has seen the benefits of TLP as I am invigorated and enthusiastic about the future. The flow on effects include better professional relationships, considered organisational change and strategic development. The advantage of the program for me is that my enthusiasm is supported with excellent

achievement tools. TLP has re-ignited my love of learning and I intend to fan the flames into the future through the Alumni and in other ways too. But first I need to reflect, another TLP skill I intend to cultivate, before I take my next step.



" The TLP has re-ignited my love of learning and I intend to fan the flames into the future."



LEARNING SET PROJECTS



DRESS FOR SUCCESS

Members: Robin Barnes, Louise Bishop, Donna Brown, Amanda French, Michael Giudici and Jeff Harper.

Project Vision: To establish a not-for-profit enterprise called Dress for Success (D4S) which will be a Hobart based franchise of an American program. D4S sources and delivers suitable clothing, styling, mentoring and coaching for women to re-enter the workforce.

Project Outline: Our Learning Set went looking for opportunities to use our skills within the community, and we discovered through group discussions that our common interests included a desire to help people who were challenged by literacy and numeracy, who had become disempowered in their search for employment, and who needed mentoring and confidence restoration to re-engage with the workforce.

One of our members, Amanda French, had previously made contact with Dress for Success, a US based program, and following a group investigation, we excitedly agreed that this program would have the impact we desired.

Dress for Success is an initiative that sources clothing and styling for women wishing to re-enter the workforce, and provides mentoring and coaching. We will establish a notfor-profit Board and co-locate with existing not-for-profit premises in Hobart's northern suburbs.

Several of our group has had direct experience with setting up not-for-profit enterprises, and some of us have significant governance experience, as well as recent training via the Australian Institute of Company Directors. We also all work with businesses or enterprises that can be mobilised to assist with the collection and preparation of apparel and styling elements.

Our Learning Set team has submitted its business plan to D4S in the US and conducted a phone interview in December 2016. If we are successful in our application we will be establishing the start-up committee early in 2017.



MOLE CREEK STORIES

Members: Chris Griffin, Theresa Hay, Prue Horne, Stuart Loone, Susan McLeod and David Pyefinch.

Project Vision: To connect diverse people of all ages in a rural community, through the creation of a series of short form documentary films about life past and present in Mole Creek. The project aims to create a sense of community identity, provide new opportunities for people to connect and work together and to generate a contemporary product for the community and visiting tourists.

Project Outline: The Mole Creek Stories project commenced in September 2016 with the Learning Set undertaking a familiarisation weekend. Learning Set members toured the town, met some locals who may participate in the project and received an insight as to what the project could provide the community, the sorts of story lines that could be pursued, and the potential challenges.

Since then, the Learning Set has continued to evolve and finesse the project. The Learning Set, through its local contacts and champions, has established and strengthened links with individual community members and local associations, including the Mole Creek Photography and Visual Arts Group and the Mole Creek Progress Association. Regular monthly communications are provided to the Association and a list of potential 'story teller' participants are advising on how the filming can take place, how it can create connections between people and what stories may be targeted. In November the Learning Set received a positive response from Deloraine High School regarding the involvement of a small group of students to assist with the film making process.

The next steps for the project are to confirm the story tellers and undertake the filming over three days early in 2017. The short films will be screened at a grand premiere for the whole of the Mole Creek community. After this screening the films will be posted online to provide a contemporary, authentic and personalised perspective of life in Mole Creek, its history and its people.

A potential second stage of the project may include providing access to the short films at local tourist sites through the use of web links that can be scanned and viewed with smart phones, via the use of information signposts.



MY STORY, MY VOICE

Members: Fiona Kerslake, Alexandra Mitchell, Leigh Oswin, Monica Plunkett, Malcolm Reeve and Lance Stapleton.

Project Vision: The stories of young Tasmanians are told and heard.

Project Outline: Our Learning Set was collectively drawn to a perceived need to generate greater opportunities for young Tasmanians (8-12 years) to tell their stories and, importantly, have them heard by others. We believe that that this will help to create greater understanding and empathy both towards and within the younger generation.

In 2017, we will work closely with a Tasmanian local council to plan and host an exhibition featuring the stories and experiences of young Tasmanians. One aspect of the project will be to connect young people with local artists, including musicians and writers, to mentor and assist them to tell their stories using a variety of media. The exhibition will run over a number of days.

The project will provide the platform from which young people can express their stories using art. The project will deliver a toolkit of resources for schools to utilise after visiting the exhibition to help facilitate ongoing discussion and awareness. A steering committee will be formed featuring local youth to ensure that the project is driven by young people, for young people.

The objectives of this project are to provide:

- A safe space for young people to express their stories and opinions in their own voice;
- An environment in which visitors perceive the stories and information from young people in a different light and can take the information for action; and
- A model for local councils to engage with local youth to provide ongoing exhibitions that amplify the voices of youth.

Funding and support will be secured from aligned organisations in the business sector and public grant programs. Partnerships with key stakeholders, particularly the local council but also schools and the arts community will be formed early to provide effective engagement with those groups and to optimise their contribution to the project's success.



WALLS OF JERUSALEM HISTORY PROJECT

Members: Shuhong Chai, Daryl Connelly, Daniel Hackett, Kacee Johnstone, Kieren Rimmelzwaan and Ursula Taylor.

Project Vision: To facilitate the collection of materials relating to the history of the Walls of Jerusalem National Park, so that the story of the park and its founder, Reg Hall, can be shared with and enjoyed by the public.

Project Outline: This opportunity came about from Learning Set member Daniel Hackett, coming into possession of Reg Hall's hut, which is located on Halls Island, Lake Malbena, deep within the Walls of Jerusalem National Park (WOJNP).

Reg Hall, a Launceston solicitor by profession, is credited as one of the founders of the WOJNP, developing early maps, and creating many of the place names that we know today. In the early 1950's Reg Hall wanted a base in the Central Highlands for his bushwalking trips. He took out a leasehold on Halls Island with the Tasmanian Lands Department in 1952, and with the help of Dick Reed, and a third friend, he built the hut over a period of two summers, completing it in 1955.

The WOJNP is part of the World Heritage Area and the history of how it was created is unknown. Reg Hall was instrumental in having this area protected in its natural state for future generations. Celebrating Tasmania's unique wilderness and the part Reg played in protecting this area will be shared with the public through an exhibition at the Queen Victoria Museum and Art Gallery (QVMAG) in Launceston late in 2017. The time is right to undertake this project as Reg's daughter Liz McQuilken, now in her 70's is willing to share her father's story including his original maps and photographs.

Learning Set members will actively deliver the project by working with Liz to photograph historical documents so they can be assessed by a high country history expert who lives in Canberra. Learning Set members will also walk to Reg's hut at Halls Island with a curator and photographer from QVMAG to assess, catalogue and relocate items from the hut for the purpose of the public exhibition.

All being well, the hike will be supported by a helicopter which will provide an opportunity for Liz to make a final visit to the area.

EMPLOYER TESTIMONIALS

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



In 2016 DPIPWE had three staff members from very different parts of the organisation participate in the Tasmanian Leaders Program, Michael Giudici (Surveyor General, Land Tasmania), Alexandra Mitchell (AgriGrowth Tasmania) and Ursula Taylor (Derwent Estuary Program, EPA Tasmania).

DPIPWE benefits greatly from the investment it has placed in supporting staff members to participate, and there is a strong bond that is formed in the wider networks with a common understanding of language in change management, industry development, business governance and generally in the understanding of how Tasmania functions in industry, business, community and in the broader international landscape.

All the staff members have developed a renewed self-confidence in their work and leadership styles, and this has been more broadly applied in their workplaces through the learnings they have passed on in their formal Cascade Groups and informal interactions with wider DPIPWE staff and stakeholders they interact with on a daily basis. All the staff members have had a working year that involved challenges and changes, and they have negotiated this with a high level of strategic and personal integrity. Michael, Alex and Ursula all attribute this to the tools and exposure they have had in TLP. DPIPWE considers TLP as one of the leading development opportunities for its staff in leadership.

JOHN WHITTINGTON Secretary, Department of Primary Industries, Parks, Water and Environment



Relationships Australia Tasmania (RA Tas) has a longstanding appreciation of the quality opportunities offered through the Tasmanian Leaders Program. This year it has been a pleasure to watch the journey of our Senior Project and Research Officer, Amanda French, through the program.

It has been a fantastic learning and networking opportunity for Amanda, exposing her to a diverse range of unique development opportunities including the opportunity to learn from some of the state's most influential leaders.

Amanda has significantly enhanced her personal leadership style which has been instrumental in identifying new business opportunities for RA Tas and providing responses to local and national policy development. Investing in this opportunity for Amanda will no doubt prove pivotal to the continuous improvement strategy of our organisation.

MAT ROWELL

Chief Executive Officer, Relationships Australia, Tasmania



Malcolm Reeve (Mal) commenced 2016 as Ochre Recruitment's trusted, competent and loyal Operations Manager, with great potential and capacity for growth. As a participant myself in last year's program, I was really pleased to support Mal's participation in 2016.

Again, I have seen TLP's transformative power. Mal now has greater awareness of his leadership strengths and weaknesses, which has helped him to lead Ochre Recruitment with authenticity through a particularly challenging year. Mal has become more confident in responding to a wide range of situations with both individuals and groups.

In discussing TLP with Mal, he felt that the tools and methods provided throughout the year improved his strategic thinking, planning and decision-making. Although Mal already had strengths in these areas, he has developed into one of the strongest strategic thinkers in Ochre.

Mal also reports a deeper understanding of Tasmania and its challenges and issues. Interestingly, he feels this has assisted him to relate to those in other places as he deals with doctors and clients in a variety of challenging Australian environments.

Ochre is a stronger organisation with Mal, who is a stronger leader because of TLP. He was also promoted to General Manager during his time with TLP!

ROSS LAMPLUGH Chairman, Ochre Health Group



I have been fortunate to see several colleagues across various agencies participate in the Tasmanian Leaders Program over a number of years. This year, the Department of Premier and Cabinet has supported Leigh Oswin, a Project Coordinator within the Communities, Sport and Recreation Division, to be an active participant and member of the program. Leigh has provided regular feedback on the program and has been able to draw links between his learnings and how to apply them in his current role, as well as being able to identify where he would like to seek new challenges. He has gained confidence in his abilities and in being able to articulate where he wants to go. It is a credit to the program that its participants are able to maintain a high level of energy and commitment throughout what is obviously an intensive and demanding year.

In addition, I had the pleasure of being asked to be a presenter for the Linking Session "Influence of Aboriginal Culture on Tasmania's culture – building on opportunities". This gave me an opportunity to meet first hand with what is clearly a diverse and interesting group. As much as they gain from the knowledge of external presenters, I am sure the program participants have gained much from each other.

The Tasmanian Leaders Program is an investment that I believe delivers positive returns for the individual, their workplace (old and new!) and the Tasmanian community.

KATE KENT

Executive Director, Communities, Sport and Recreation, Department of Premier & Cabinet



LEADERSHIP CHAMPIONS

Our Leadership Champions are a fabulous group of crucial friends who champion for the organisation and help us inspire Tasmanian leaders to reach their full potential. They live and work 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 and 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 **BRIAN LEWIS** GREG MCCANN NORM MCILFATRICK **ROBYN MOORE** CHRISTINE MUCHA

RICHARD MULVANEY DAN NORTON DAVID O'BYRNE TOM O'MEARA **IOHN PITT** ANTHEA PRITCHARD 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 AM

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Tasmanian Leaders wish to thank the following organisations and individuals for their work and support in 2016.

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TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

RUTH FORREST (Chair) REBECCA GREENWOOD (Deputy Chair [from July 2016] and Congress Co-Convenor) DON THOMSON (Treasure and Membership Liaison Officer [until December 2016]) VANI WELLING (Congress Co-Convenor) JULIA CURTIS ANDREW KIDD

Until July 2016 Alison Lai Bradley Turner Andy Van Emmerik

From July 2016 ADAM CLAVELL DANIELLE KIDD (Secretary) CHRISTOPHER RAYNER

PARTICIPANT SELECTION

GILLIAN BISCOE BOB CAMPBELL SAM IBBOTT RICHARD INGRAM CRAIG PERKINS STEVE WILLING

TLP 2016 VOLUNTEER EXECUTIVE COACHES

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

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



TASMANIAN LEADERS BOARD MEMBERS



MS GINNA WEBSTER – CHAIR AND PUBLIC OFFICER

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 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 businesses 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' Londonheadquartered 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.



DR DON THOMSON – TREASURER (UNTIL DEC 2016)

Don has a diverse background and a passion for working with people from all walks of life to collectively plan, design and develop

sustainable and vibrant places and communities. Don combines his academic qualifications with his experience as a farmer, agri-business manager, registered landscape architect and consultant sociologist to develop meaningful, inclusive and creative processes that equip communities and organisations to design and implement strategies to achieve positive change. For Don, the Tasmanian Leaders Program (which he completed in 2014), was a life-changing experience. Don is now more focussed on using his 'design thinking' and research skills to drive positive change for Tasmania, principally through his 'Co-Design Lab Tasmania' consultancy and working with the University of Tasmania, Cradle Coast Authority and others.



MS GILLIAN BISCOE AM

Gillian has worked with Brian Lewis to co-design and co-facilitate the TLP Residentials for the past ten years as one of their voluntary unpaid contributions to Tasmania's development. They have

handed over these roles for 2017 and beyond. Gillian is a founding Board member and will remain on the Board and as an honorary Alumnus. 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 masters levels. Gillian has held several heads of government departments and other chief executive positions. She now consults locally, nationally, regionally and globally on a range of policy, strategy, governance, leadership, management and organisational issues. In 2010 Gillian was awarded the Sidney Sax medal for her outstanding contribution to Australia's health sector. Most recently in 2017 she received a Member of the Order of Australia acknowledging her significant service to the community through leadership and advisory roles with state, national and international public health organisations.



MR KIM EVANS

Kim was appointed Secretary of the Department of State Growth in September 2014. He is a Director, and the Chief Executive Officer of the Tasmanian Development Board. With a broad range of responsibilities, State Growth supports job

creation and cultural and economic growth in Tasmania and works closely with the Office of the Coordinator General and Infrastructure Tasmania. Kim has been a head of agency in Tasmania for nearly twenty years, and until his current role, held the position of Secretary of the Tasmanian Department of Primary Industries, Parks, Water and Environment. He has previously represented the Tasmanian Government on a number of state and national boards and committees including the Tasmanian Institute of Agriculture and the Institute of Marine and Antarctic Studies. Kim currently sits on the Tasmanian Leaders Board and the Theatre Royal Management Board, and is the State Government's representative on the Board of 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 and Honours' majoring in science. He is also a member of the Australian Institute of Company Directors.



MR ROB WOOLLEY

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

Tasmania. Rob and his family have, over many years, invested in Tasmanian based agricultural businesses. Following its merger with Webster Limited during 2015 Rob retired as the Chair of Tandou Ltd. Tandou was a publicly listed, water investment and agricultural business based on the Murray Darling River system. Rob's previous roles include: Non-Executive Director of Forestry Tasmania, a Tasmanian Government Business Enterprise; 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 agriculture and horticultural company, and a partner in Deloitte for twenty plus years.

TASMANIAN LEADERS ALUMNI SUB-COMMITTEE UPDATE

As Chair of the Tasmanian Leaders Alumni (TLA) Sub-Committee, I am excited to be writing this report. The graduation of TLP10 sees Tasmanian Leaders reach a significant milestone: the tenth group swelling our Alumni with over 200 members.

We warmly welcome the 2016 graduates to the Tasmanian Leaders family. Collectively, this group of talented and amazing Tasmanians has a real opportunity to influence the future direction of Tasmania and maximise opportunities for all Tasmanians.

We are confident that 2016 has provided program participants with many inspiring and challenging experiences, including three Residentials led by our inaugural and world class facilitators, Brian Lewis and Gillian Biscoe. On behalf of all Alumni, I sincerely thank Brian and Gillian for their selfless contribution to the organisation and the program. They have generously given their expertise and wisdom for which we are all very grateful. We look forward to their continued involvement as they help manage the transition to a new Residential facilitation team. Gillian will remain on the Board.

Having been through the program ourselves, we are confident the 2016 graduates have grown personally and professionally during their TLP journey. We look forward to their ongoing engagement with Tasmanian Leaders through interaction with the inspiring group of people who comprise the Tasmanian Leaders Alumni.

I still recall the phone call informing me of my selection into TLP5 (2011). I was very relieved and grateful to be offered such an exciting opportunity. I am sure others would attest to a similar experience. We have all shared a similar journey and met many incredible people: presenters who give their time and expertise so willingly, current and former TLP'ers, the Tasmanian Leaders Board, Champions and staff who all contribute to a program that delivers so much to us collectively and as individuals.

We believe the diversity of program participants and presenters is key to the success of the program. Just as important is that we all share a common purpose and desire to make Tasmania a better place to live and work.

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 providing ongoing opportunities for professional and personal growth. We continue to engage with members to seek input and support for our future strategic direction.

This is my last year as TLA Chair, a role I have enjoyed enormously. I have been involved on the TLA Sub-Committee since my graduation in 2012 and wish the current and future Sub-Committee members all the very best. In recent years, in partnership with Tasmanian Leaders Board and management, we have overseen changes to the governance and membership structure. Much work has been undertaken to respond to the ongoing personal and professional development needs and desires of the Alumni. We strive to maximise member benefits and look forward to a full program of activity in 2017 and hope TLP10 graduates will join us.

The current Alumni Sub-Committee comprises Ruth Forrest, Rebecca Greenwood, Danielle Kidd, Christopher Raynor, Don Thomson, Julia Curtis, Vani Welling, Adam Clavell and Andrew Kidd. I sincerely thank the members of the current Sub-Committee who work tirelessly together to ensure members receive value from their membership. I also wish to acknowledge the significant contribution of all former Sub-Committee members, particularly Andy van Emmerik. Andy was an incredibly active member of the Sub-Committee for five years and held roles of Deputy Chair, Congress Convenor and Congress Co-Convenor: He has provided invaluable support to me as Chair over the last three years. We thank him for his vision and commitment to TLA.

We also wish to thank the Alumni who are not members of the Sub-Committee but give their time, expertise and ideas to assist and enhance the work of our activities. Special thanks to our 'Lunch with a Leader' and 'Breakfast with a Leader' series coordinators – Louise Mills, Andrew Pitt and Sue Robertson. The speakers they have engaged for each event has resulted in positive feedback, highlighting the great wealth in human capital we have in this state. I acknowledge and thank St.LukesHealth for their generous financial support of this series. Thanks also to Steve Willing who delivered a Leadership Circle intensive one day workshop for our graduates in Campbell Town and to all the presenters who delivered content for our webinar series.

The TLA monthly newsletter contains information about the busy calendar of Alumni events, graduate success stories and more. We thank our General Manager Angela Driver and staff member Jayne Bayles and earlier in the year Piia Wirsu and Tracey Tasker, for their significant work in ensuring this provides up-to-date information.

Our major annual event, the 2016 Tasmanian Leaders Alumni Congress was an outstanding success. The topic 'Ethical Leadership' explored over two days generated significant interest. It provided an opportunity for Alumni to connect and reconnect with other graduates, and undertake varied professional and personal development. The 2016 Congress was held in Launceston and was preceded by a field trip in and around the region. We acknowledge and thank Rebecca Greenwood and Vani Welling, Co-Congress Convenors, and Andrew Pitt who organised the field trip, for all the hard work they put into designing and delivering the Congress. The Congress also included presentations of the 2015 TLP Learning Set Projects and the announcement of the 2016 Tasmanian Leaders Alumni Leadership Award winner, which this year went to Allison Lai. This award was jointly sponsored by Regional Development Australia Tasmania (RDAT) and Metro Tasmania. I thank RDAT Tasmania CEO Craig Perkins and Metro Tasmania CEO Stuart Wiggins (both graduates of the TLP), for their generous sponsorship of this award.

In October, the Alumni hosted the annual Conversation with the Premier, Hon Will Hodgman MP, in Hobart. The event was well attended by Alumni and TLI Board members. The Premier delivered an insightful presentation focused on the Government's work in the area of child protection; an area of law he had practised prior to his election to Parliament. Mark Thomas facilitated an enlightening and frank conversation between the Premier and guests. The Premier was accompanied by Pene Snashall, the Senior Advisor to Minister Petrusma who engaged in the conversation, took notes and welcomed further input from TLA members on this important area.

We thank the Premier for his time and willingness to engage with our Alumni and note that he has also kindly agreed to facilitate an additional similar event in the North of the state next year.

The TLI Board saw a change of leadership this year. Founding Board member and one of the key driving forces behind the establishment of the Tasmanian Leaders Program, Anthea Pritchard, stepped down from the position of Chair. We thank her for the years of dedication to Tasmanian Leaders. Ginna Webster, a TLP graduate, stepped into this role and continues to work closely with the Sub-Committee on opportunities for participation in community leadership and meaningful engagement with policy makers in government.

Work in this area and engagement with the Premier and other key decision makers in the state demonstrates that the TLA is a voice that is respected and recognised by government and the community as a source of thought leadership with diverse expertise and experience that can assist in the development of policy to positively enhance Tasmania's future.

We hope graduates of the 2016 Tasmanian Leaders Program feel proud of the personal and professional growth they have achieved over the past twelve months. The TLA welcomes you and assures you: this is not the end but rather another beginning, and there will be more opportunities for growth as you continue your Tasmanian Leaders journey. The Tasmanian Leaders family will support and encourage future opportunities so that we can continue to contribute to the future of Tasmania, in big and small ways. Together we can and will make a difference.

RUTH FORREST Chair, Alumni Sub-Committee





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Two days of deeply critical, robust but respectful debate on issues that matter to Tasmania.

A meeting of minds, challenging norms guided, not cajoled, we met no storms our minds focussed we ripped into it our resolution... flip it.







Thinkbanks are a unique opportunity to access engaged, committed Tasmanian leaders to contest issues, generate ideas and challenge the status quo.

Thinkbanks mimic elements of the Tasmanian Leaders Program; they bring together Tasmanian Leaders Alumni in a variety of formats to draw on collective experience, perspective and expertise. Using familiar processes means that our Alumni can hit the ground running and productively examine key issues of importance for Tasmania.

We invite key stakeholders and experts to facilitate the sessions; our contribution includes advising on the most constructive and appropriate processes and methodologies to apply and facilitating access to significant human capital that is our Alumni.

Interested in knowing more about Thinkbanks? Think you might have an idea that could benefit from some robust thinking, discussion and leadership? We'd love to hear from you; format, process and methodology are all negotiable so get in touch.

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 have been up to in 2016 and how they think the TLP has shaped their choices and pathways.



Recipient of the 2017 Tasmanian Australian of the Year Award:

ROSALIE MARTIN

TLP6 2012

Managing Director/Senior Clinician, Speech Pathology Tasmania

For Rosalie (Rosie) Martin, 2016 was a year of hard work and joy, all of which seemed to culminate in the second week of November. On the 9th she completed an Honours in Criminology, on the 11th she received the 2017 Tasmanian Australian of the Year award, and on the 13th became a grandmother. A never to be repeated week – the wonder just kept getting better!

Rosie founded the charity Chatter Matters Tasmania in 2013. Its work in prison-based projects bringing a speech, language and communication skills approach to teaching literacy, and parent-child attachment drew the attention of the anonymous nominator for the Tasmanian Australian of the Year Award. Ever am I humbled by the gifts which others have poured into my life – not least the TLP family. TLP provided me with networks and a new kind of chutzpah. And both of these stimulated a fresh joie de vivre. And all have interwoven to create the beginning of a journey of new opportunities for prisoners and communication-disadvantaged persons. TLP effectively kick-started Chatter Matters. A few months ago I reread my application for TLP – it was all about using what TLP could offer me to get Chatter Matters underway. Turns out, it offered much... and it's underway! I hold a great debt of gratitude. Recipient of the Tasmanian Leaders Alumni Outstanding Leadership Award 2016 for her community contribution and launch of online 'A Conversation Starter':

ALISON LAI

TLP8 2014

Chief Executive Officer, Volunteering Tasmania

What is a Conversation Starter?

'A Conversation Starter' is a collection of interviews with women doing amazing things in Tasmania. The women are very different with a diverse range of experiences, careers and stories to tell. Despite their differences, the one thing they all have in common is that they are quietly outstanding. 'A Conversation Starter' seeks to shine light on these women and explore what drives them to do what they do to help re-shape the concept of leadership, success and happiness. These women are fabulous, and the interviews showcase but a small example of the contribution of the 'extraordinary, not ordinary' mothers, daughters, wives, aunties, nannas and women across Tasmania.

Why did you start a Conversation Starter?

During my life I have listened to many inspiring men and women share their stories and advice on leadership and tips for success. These individuals, whilst incredibly inspiring, were usually extreme 'high achievers' that my friends and I could not easily relate to. It is rare to hear the stories of those who some might think are 'ordinary' whether they be social workers, scientists, teachers or musicians. There is an incredible patchwork of people contributing to the Tasmanian community, generously sharing their talents and skills for the benefits of others. But their stories are rarely told. I feel passionately that these people are not ordinary, but 'extraordinary', and have stories and advice on leadership, success and happiness that should be shared. These are the stories I relate to and I love to hear.

What comes next?

With a growing list of women who have been referred to me, 2017 will be filled with even more stories of amazing Tasmanian women. Due to the success of the interviews, 'A Conversation Starter' will be launching a website at the end of 2016. The website will provide a focal point to access the interviews, which will also expand to include podcast versions.

What was the significance for you to receive the Tasmanian Leaders Alumni Award?

It was a huge honour to receive the award. It is always wonderful to be acknowledged by your peers, but what is more valuable to me is the incredible support I have received along my journey in the creation of 'A Conversation Starter'. From the initial conversation with leadership champion Kathryn Thomas (that sparked the idea), to the unwavering support of fellow Alumnus including Amanda Castray, Antony Deck, Lola Cowle (and many others) who have assisted to deliver sessions, source interviewees and take time to watch and share my interviews.

How has the TLP journey continued to impact you? During my TLP journey I nurtured an incredible appreciation for what I value, what I want to achieve and how I want to achieve it. I continue to reflect and use my TLP learnings but most importantly, what I cherish the most is that not a day goes by that I do not speak to someone from my TLP family, as friends, mentors or colleagues. The power of the Tasmanian Leaders network is undeniable.





TED ROSS

Project Director, Midland Highway, Department of State Growth

In October 2016 Ted was appointed the Project Director responsible for delivery of the \$500million Midland Highway 10 Year Action Plan, This is a case of coming full circle as in 2008 he was a Senior Project Manager with Roads and Traffic when he completed the TLP. For the last eight years Ted has worked in local government as a manager and director working with communities to build infrastructure. He is pulling together the skills learnt through this experience to provide Tasmanians with a safe journey between Hobart and Launceston.

The TLP opened my eyes and gave me confidence in my abilities. It showed me another way in which I could be connected to community and build capacity in people to make Tasmania a fantastic place to live, work and play.



STEVE WILLING TLP3 2009

Facilitator and Coach, Growth in Mind

After ten years in Tasmania Fire Service, Steve left his Organisational Development/HR role. He is now Facilitator and Coach in his leadership and personal development practice. Steve uses tools and practices to create the conditions for people and teams to deepen their self-awareness and grow perspectives. This is the transformation that helps people and organisations to thrive in complexity and to work towards longer time frames and the greater good.

TLP initially exposed me to a range of industries and sectors that I had little or no experience in. It has inspired me to contribute to each TLP group since then, which connects me to great people in a variety of roles. It has also opened up a series of development opportunities that led me to my current work – which I love and see a need for. I want to keep providing *experiences that will continue to develop* our wonderful body of participants, Alumni and the community.



PAUL NIVEN TLP7 2013

General Manager, Pure Source Dairy Farm Company, China

Paul departed the Van Diemen's Land company in March 2015. He and his family moved to Beijing, China. He is now the General Manager of Pure Source Dairy Farming company, based in QiHe County in Shandong province. Pure Source is a joint venture between US pharmaceutical company Abbott and New Zealand dairy co-op Fonterra. They are in the process of commissioning the first of four, four thousand cow farms. Once fully operational, the business will have over 30,000 cows, and employee more than 500 people. Paul was very busy in 2016, overseeing the build and operational startup of the first 4000 cow farm which has included hiring over 100 people.

Tasmanian Leaders has impacted my life in so many ways. I have a group of genuine, life-long friends with whom I share a love of Tasmania. I have also incorporated *many of the tools* we leant into my everyday work life such as Brian's *"when a group of people come together* for the first time...." and "being present".



ANYA READING TLP8 2014

Professor of Geophysics, University of Tasmania (UTAS)

Anya Reading was promoted to Professor of Geophysics at the University of Tasmania based on her track record of pioneering science in remote areas of Australia and Antarctica, innovations in Big Data computing approaches, Earth sciences education and community engagement. The new position provides a platform from which to launch new research and teaching initiatives, and to engage in a dialogue with decision makers relating to complex data from the natural world.

The ongoing value of the TLP has been very clear through 2016 when I have been *leading research* development at UTAS which potentially involve diverse stakeholders. I have made substantial use of many strategic planning tools and, of course, insights into how to handle those difficult conversations. The recent promotion to Professor comes with an expectation of ongoing innovation and societally relevant project development - fine by me!

TLP GRADUATES

2007 – TLPI

RENEE ANDERSON Director – HR Management and Strategy Department of Health and Human Services

JANINE ARNOLD Chief Executive Officer Carers Australia

TIM BISHOP Personal Assistant / Business Development CBT Engineering

JULIA CURTIS Regional Services Manager – South Australian Red Cross

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

2008 - TLP2

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

SUSIE BOWER Discipline Teacher University of Tasmania

CELIA BRAY Consultant Omni Consulting and Coaching

VANESSA COX Founder/ Partner Long Tail Property Services MAREE FUDGE Principal RDS Partners Pty Ltd

KIROS HIRUY Adjunct Researcher University of Tasmania

CHRISTOPHER JOHN Chief Executive Officer United Synergies

WAYNE JOHNSON Director Monetary Penalties Enforcement Service Department of Justice

GLENN JOYCE Proprietor Glenn A Joyce

TOM LEWIS Director RDS Partners Pty Ltd

MATT DUROSE Community Development Project Officer Mission Australia

LIILA HASS Owner Liila Hass Naturopathy

SAM IBBOTT Director Marine Solutions

NATASHA KEEP General Manager Business and Community Pty Ltd

MARK MASON Manager Youth at Risk Strategy, Department of Health and Human Services – Children and Youth Services KATHERINE MIGUEL Business Manager Klimate Solutions

SUZANNE MARTIN

ZACH MCARTHUR

Director and Principal

Deputy Director State

Department of Priemier

lan Nelson Consulting

Service Management

McArthur Financial

LOUISE MILLS

Veterinarian

Adviser

Office

and Cabinet

Principal

Owner Ascent Fitness

IAN NELSON

JOHN RALPH

LISA NELSON Project Officer – Resource Strategy and 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 SANDIE SILVA Change and Communications Lead Hydro Tasmania

MICHELLE SWALLOW Director Leadership and Change Consultants Pty Ltd

JASON UNWIN Managing Director Workforce Health Assessors

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

JOHN RANICAR Managing Director Ranicar Pacific Pty Ltd

TED ROSS Project Director Midland Highway Department of State Grown

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 Human Resources Advisor Heron Island Resort Delaware North Companies Parks and Resorts Inc

AMANDA CASTRAY Executive Director Strategic Projects University of Tasmania

BRENDAN CHARLES Business Relationship Project Manager Department of Police, Fire and Emergency Management

2010 - TLP4

MEG ARCHER Acting Associate Director of Staff Experience University of Tasmania

SHONA (BESWICK) ARNOLD Finance Manager Stubbs Constructions Pty Ltd

IAN BESWICK Logistics Superintendent Simplot Australia

NATASHA EXEL

REBECCA GRAY VET Teacher TasTafe Devonport

JO GREGG Project Manager Hutchinson Builders LOUISE CLARK Community Relations Specialist Bell Bay Aluminium

JANE CROSSWELL Director Business Development Cancer Council Tasmania

ANGELA DRIVER General Manager Tasmanian Leaders

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

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

SIMON MATTHEWS

ZAC MCGEE Production Manager Spring Bay Seafoods

ANDREW MOORE Principal Department of Education

MEGAN MORSE General Manager Business Improvement Services Metro Tasmania Pty Ltd

MARK PARSSEY Business Development and ICT Integration Department of State Growth COREY PETERSON Sustainability Manager University of Tasmania

STEPHEN PIPER Regional Operational Manager Devondale Murry Goulburn

SHERRI RING Business Owner/Manager Energy Health Concepts

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

STUART WIGGINS Chief Executive Officer Metro Tasmania Pty Ltd

STEVE WILLING Facilitator and Coach Growth in Mind

TONIA GRETSCHMANN Owner The Paper Shed

SAM HORSMAN Partner PJS Financial

CLYNTON JAFFRAY Business Improver Productivity Improvers

MARK JEFFERSON Manager Tasmania Sims Metal Management

WIN MAHAR Chief Finance Officer Shaw Contracting

SIMON PAUL Coordinator Clarendon Vale Neighbourhood Centre Inc SUZANNE PURDON Centre Leader Ptunarra Child and Family Centre

ALAN RADFORD Managing Director Speedfox Consultancy Pty Ltd

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

CAT SCHOFIELD Nursing Director Mental Health and Practice Development Department of Health and Human Services OCNMO MICHAEL SIMS Principal Arbour Health

DARRYN SMITH Manager North West Tasmania Fairbrother Pty Ltd

ANDREW TRUSCOTT Manager Asset Strategy TasWater

ANDY VAN EMMERIK Consulting Business Development Manager Van Emmerik & Associates

2011 - TLP5

IAN ADAMS Finance Manager Rae & Partners Lawyers

LUCY BYRNE Managing Director Healthy Tasmania

SIMON CHANDLER Asset and Infrastructure Manager Launceston Airport

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

PHILLIP DEWIS Sales Manager Elite Appliances Tasmania

POPPY FAY Research Services Manager, Regional Development University of Tasmania

2012 - TLP6

LUCINDA BRAY

JANE FORREST Owner/Director Manage More

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

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

TODD HOUSTEIN Executive Officer Sustainable Living Tasmania

MATTHEW HUBBARD Contract Engineer Simplot Australia

DAVID HUGO Senior Civil Engineer pitt&sherry RUTH FORREST Member for Murchison Tasmanian Legislative Council

NICK HADDOW Managing Director Bruny Island Cheese Co.

STEVE HENTY General Manager Junction Arts Festival Inc.

MICHAEL KELLY Deputy Chief Executive Officer Relationships Australia Tasmania

JILL MAXWELL Chief Executive Officer Sexual Assault Support Service

BRETT MCDERMOTT Senior Manager KPMG

DEAN MUNDEY Independent Consultant

ELEANOR JAMES Director Walsh Day James Mihal Pty Ltd

MARGIE JENKIN Strategic Projects Officer Tasmanian Land Conservancy

GAYLE JOHNSTON Manager Operations Legal Profession Board of Tasmania

ROSALIE MARTIN Managing Director/Senior Clinician Speech Pathology Tasmania

BEN MAYNARD General Manager – Operations Grange Resources

MARK MILLHOUSE Projects Manager Vos Construction SHARON PITTAWAY Learning Designer Swinburne Online

WAYNE MURRAYLEE

HR Manager Southern

GUY ROBERTSON

Mount Gnomon Farm

MARTHA ROBSON

Statewide Operations

Department of Justice

ALAN ROSEVEAR

General Manager

Tasmanet Pty Ltd

JOHN ROWLAND

Development and

JAMES SUGDEN

Sugden & Gee

Anglicare Tasmania Inc.

Performance

Director

General Manager, Business

Community Corrections,

Operations

JBS Australia

Owner

Manager

FRANCES PRATT Consultant and Manager Allness

SUE ROBERTSON Acting Co-Director Chronic, Complex and Community Services Tasmanian Health Service

LISA RUDD Community Development Officer Glenorchy City Council

STEWART SHARPLES Assistant Director Economic Policy Branch Treasury and Finance

GINA SIDHU Acting Director Australian Bureau of Statistics MELINDA THOMAS Community Learning Coordinator LINC Tasmania

CATHY TONKIN Nurse Unit Manager Royal Hobart Hospital

JOTUBB Agricultural Manager Simplot Australia

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