







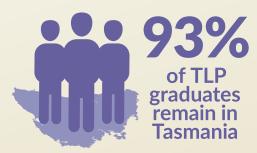
# 10 years

enhancing Tasmanian leadership



### 10 years enhancing Tas

The Tasmanian leaders
Program unequivocally
demonstrates that with
time, determination, collegial
support and a shared vision,
ideas can grow and transform
people and communities.



John Perry, Founding Chair, Tasmanian Leaders

The program is also a testament to the value of collaboration and the power of doing something for the advancement of many, rather than for the needs of a few. It is hard to believe that those twenty early adopters who signed up for the first untested program a decade ago are now flanked by 200 plus Alumni who continue to thrive in leadership roles in Tasmanian and beyond.

While all of the original advocates behind the concept and delivery of the Tasmanian Leaders Program had a strong belief in its potential value, it is the real life stories of transformation, self-awareness and success told by our graduates that show that this faith was, and continues to be, well placed.

Tasmanian Leaders has always sought to model the values and behaviours it endorses for its participants. The organisation has challenged itself, stepped out of its comfort zone to grow and evolve, and continues to look at how it can deliver ongoing value that is greater than the sum of its parts.

We greatly anticipate the next decade of the organisation and look forward to watching the achievements of the Alumni as they successfully influence Tasmania's future.





#### manian leadership







There can be no better testament to the value of the Tasmanian Leaders Program than the success of its Alumni. Many have reported finding a greater sense of purpose and self-belief, which has translated to new goals, new careers and the launch of new businesses.

Will Hodgman MP, Premier of Tasmania





\$53,000
in-kind donations
of materials or labour
were made to one
Learning Set Project





What is needed in leadership is people with high ethical standards and the courage to do what is right even if it may create difficulties.

Don Wing, AM, Leadership Champion

of TLP graduates directly involved the governance administration our activities

The TLP experience continues to influence every work day! From the networks and friendships I made, through to the lessons learned and the better understanding of myself – it has been the most relevant and useful professional development experience I've been involved in. It encouraged me to strive high and gave me the confidence to start my own business.

Lucy Byrne, Managing Director, Healthy Tasmania





We weren't just developing a program, we were developing a philosophy for people to build their interpersonal strengths, and through that leverage new possibilities in their careers, lives and communities.

Gillian Biscoe AM, Founding Board Member, Tasmanian Leaders



How can we make Tasmania an economically viable civil society? A decade on, we're still asking the question and letting the discussion and activity be led by 224 graduates, who have, as agents of change, made it their mission to help create a more successful Tasmania.

Angela Driver, General Manager, Tasmanian Leaders



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As part of TLP, our participants have delivered successful community projects

TASMANIAN LEADERS YEARBOOK

2017





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Tasmanian Leaders Inc is a respected notfor-profit organisation committed to creating a successful future by accelerating the leadership and influence of Tasmanians.

Our core business, the Tasmanian Leaders Program (TLP), is an intensive year-long action learning program for high potential leaders, focused on building leadership capacity and connectivity across all sectors. In 2017 we delivered our eleventh program to 24 diverse participants.

The Tasmanian Leaders Alumni is an influential network of TLP graduates leading change within their professions and communities. They aim to build on what is, to achieve what is not yet thought of. The organisation currently has 248 graduates.

Thinkbanks allow TLP graduates to apply high level thinking to contribute to pressing future orientated issues. Skillsbank is a mechanism for society to access pro-bono TLP graduate support as mentors, public speakers and by filling both board and committee positions. Champions are leaders drawn from all sectors across Tasmania to be ambassadors for the organisation and provide wisdom and support to our program participants.



Tasmanian Leaders is an unequivocal demonstration that with time, as well as determination, collegial support and a shared vision, ideas can transition into tangible action that transforms people and communities. It is also testimony to the value of collaboration and the power of doing something that has at its core the advancement of many, rather than the needs of the few.

## OUR VISION

A confident Tasmania advancing opportunities through courageous leadership.





## OUR PURPOSE

Tasmania Leaders strengthens leadership and networks to increase business activity and community development for Tasmania's successful future.

## OUR GUIDING PRINCIPLES

These guide and underpin all that we do:

- Diversity in people, perspective and opinion
- · Integrity in everything we do
- · Courage to make a difference
- · Exceptional leadership beyond self
- · Commitment to create a better world.

# MESSAGE FROM THE CHAIR

On behalf of the Tasmanian Leaders Board I want to extend congratulations to the graduates of TLPII.I have had the pleasure of meeting with you throughout the year and it seems that each and every one of you has experienced a transformative journey that challenged and inspired in equal measure. This makes you ready to take your well deserved place amongst the ranks of our Alumni and I warmly welcome you to the Tasmanian Leaders

"Fearless leaders do not try and predict the future—they focus on shaping it." This quote by Sam Makhoul sums up our hope for the participants of our eleventh program who we hope will do just that — shape Tasmania's future!

As we move into our second decade it is timely to reflect on the impact of our Alumni in our community. The many projects delivered by each year group are a very tangible example of this impact and it is with a real sense of pride that I think about how these projects have benefited such a diverse range of Tasmanians. Hearing about the latest projects from last year's graduates at the annual Alumni Congress was a particular highlight for me this year.

The list of achievements of our Alumni grows every year and in 2017 several of our graduates received local and national awards. You can read more about our *Graduates on the Go* on page 58.

Another highlight in 2017 was our ten year anniversary celebration, kindly hosted by Her Excellency Professor the Honourable Kate Warner AC at Government House. Representatives from every Tasmanian Leaders Program year gathered with key supporters to celebrate a decade of achievements, and to thank two people who have been critical to our success: Brian Lewis and Gillian Biscoe. Brian and Gillian were instrumental in establishing Tasmanian Leaders, as founding Board Members and designers of the Tasmanian Leaders Program. As the residential facilitators Brian and Gillian gave thousands of hours of their time. In the last ten years they delivered

a staggering 30 Residentials across ten different TLP cohorts, involving over 200 participants. Their incredible commitment, breadth of experience and expertise, enabled our organisation to become Tasmania's premier leadership development provider. We are indebted to both of them. Brian and Gillian will continue to provide expert advice and support as required and we are grateful that Gillian has continued as a Board member.

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 Gillian Biscoe, Bess Clark, Kim Evans, Rebecca Greenwood, Greg McCann, John Perry, and Rob Woolley.

The program content is delivered by hundreds of volunteers who willingly contribute their expertise, knowledge, lived experience and facilitation skills to help our participants achieve more. None more so than our new residential facilitators, Bob Campbell and Lynda Jones who, with our General Manager Angela Driver, designed and delivered the 2017 Residentials, a critical pillar of the program. We look forward to working with Bob and Lynda in 2018 and ensuring the program continues to excel beyond expectations.

The Alumni Sub-committee is the engine room of our graduate activity 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 opportunities that keep our graduates engaged and contributing to the community. In particular, thank you to the outgoing Chair of the Alumni Sub-committee, Ruth Forrest, who continuously works to strengthen the influence of the Tasmanian Leaders Alumni in the local community. I would like to congratulate the new Chair of the Alumni Sub-committee, Rebecca Greenwood, who we are pleased to say has also taken a seat on the Board.



Our thanks are also extended to the Staff of Tasmanian Leaders for their work throughout the year. 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. Angela is supported by Jenn Heggarty who manages our Alumni activity, communications and events. I am continually staggered at what this organisation can achieve with a workforce of two!

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 year funding which, together with participant and employer contributions and the generous investment of our highly valued sponsors, supports the continuation of Tasmania's premier leadership program into the future, enabling us to enhance the learning and experience of participants. Thank you to the Honourable Matt Groom MP, former Minister for State Growth, and the Honourable Peter Gutwein MP, Treasurer and current Minister for State Growth and thank you to the Department who administers our funding, for their commitment to investing in the leadership development of Tasmanians. We are incredibly appreciative of our sponsors and extend a big thank you to our 2017 major cash sponsors Nekon Pty Ltd and Federal Group.

This year the Residentials took place in three beautiful and iconic 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; KPMG for managing our accounts with efficiency and professionalism; and the University of Tasmania for investing in Thinkbank. This engages graduates in critical conversations that facilitate positive change for Tasmania's future. You can read more about our 2017 Thinkbank on page 56.

Thank you to our scholarship providers in 2017: Tasmanian Women in Agriculture, a generous anonymous donor, as well as the Board of Tasmanian Leaders who supported two applicants, both entering from the notfor-profit sector.

A key priority for the Tasmanian Leaders Board during 2017 was consolidating our strategic direction and future priorities to take us into the next decade, building on the conversations with our network the year prior. Our revised strategic plan presents a bold, ambitious vision for Tasmanian Leaders for the next five years. It builds upon our eleven plus years of experience, recognises the accelerating pace of change and the leaders we will need to influence Tasmania's future, and increases our reach and impact. Throughout the next year I look forward to telling you more about how this will be achieved.

Thanks again to everyone who has contributed to, invested in and supported Tasmanian Leaders over the past year. I feel incredibly lucky and immensely proud to be a graduate of the program and now Chair of the Board.

To our new TLP graduates, congratulations on this momentous achievement and we look forward to supporting and charting your achievements in the future. Welcome to the Tasmanian Leaders Alumni.

#### GINNA WEBSTER

Chair Tasmanian Leaders



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# MESSAGE FROM THE GENERAL MANAGER

I can honestly say that the eleventh program has excited and engaged me as much as any of the other programs, including when I was a participant back in 2009.

As with all programs, it begins long before we first gather together in Strahan, with interviews the year prior. After the excitement of meeting everyone during the interview process, comes the sobering task of reducing the number of interviewees down to 24. This, as always, requires us to make a number of hard decisions to ensure the balance of participants is diverse and those we select are both willing and able to contribute to helping positively influence Tasmania's future.

From those anxious 'have we chosen wisely?' moments during the first residential with Bob Campbell and Lynda Jones by my side, 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, approximately 120 speakers and experts in various fields from across many sectors of the Tasmanian community, in some outstanding venues. This included tours to a number of North Western businesses, a men's shelter and a prison in Hobart, and the facilities of the Australian Maritime College in Launceston. We also stopped by pig and berry farms, advanced manufacturing sites, and held sessions at the Henry Jones Art Hotel, Moonah Arts Centre and the Sustainable Learning Centre in Mount Nelson.

The four Linking Sessions delivered by the Learning Sets demonstrated the TLP11 participants' commitment to tackling future oriented pressing issues, by focusing on:

- Gender equity
- Impact of technology on employment in Tasmania
- The value of the Tasmanian natural environment, and
- Mental health and wellbeing in the workplace

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

- Keith Bradshaw, Chief Executive of the South Australian Cricket Association Inc.
- Saara Sabbagh, Founding Director Benevolence and Muslim leader working nationally
- Robert Pennicott, Owner, Pennicott Wilderness lourneys
- Sam Kennedy, Director Government Strategy and Innovation, Optus
- Ian Thomas, Director of Prisons Designate, Department of Justice

The stories of courage, humility and innovation from all speakers and presenters encouraged participants to consider alternative views and to step up and give back to their communities.

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

Community Energy Efficiency Project – to significantly reduce the amount that Bethlehem House spends on electricity annually.

**S.E.A.T.** – a sitting space, connected to place, to raise community awareness of mental health.

Championing Gender Equity through Education in the Tasmanian School Curriculum – to support an education system that supports students in understanding the importance of equality and empowers them to contribute to a society of greater equality for the benefit of future generations.

#### Supporting IMPACT100 through applicant coaching

- this project will assist applicants seeking grants from IMPACT100 to benefit the Tasmanian community in the areas of arts and culture, education, environment, health and wellness and family and community. Coaching will be provided to improve the quality of their applications and presentations thereby increasing their chances of success in receiving funding. Overall, this will help community projects to better explain and structure their community ideas to realise their goals.

Thank you to Bob Campbell and Lynda Jones for facilitating the Residentials and bringing content, process and a genuine desire to support TLPII to gain insight into themselves and skills in influence to help shape Tasmania's future.

It is now up to TLP11 to change the world. We remain supportive and the Alumni network is ready to hold them to purpose as they create waves of change in their communities and organisations.

Watch this space!

#### ANGELA DRIVER General Manager

General Manager Tasmanian Leaders







#### TLPII 2017 TASMANIAN LEADERS PROGRAM

# GRADUATION DINNER VALEDICTORY SPEECH

Reflecting on my personal journey through 2017, it was a momentous year personally and professionally. I started TLP with expectations and anticipation that change was guaranteed for the year ahead. I'd shared snippets of my amazing sister Leanne's TLP7 journey — and I was intrigued by the challenges and opportunities she experienced in broadening her awareness of Tasmania, and herself.

And here I am... surprised to be the valedictory speaker, and so conscious that all of TLPII had a personal journey this year, that was unique and inspiring. I lamented with my husband Phil on how come I had been nominated by my peers... is it because I am the 'lone nutter' from the you-tube video? Phil, ever my voice of reason, suggested perhaps it was because I had demonstrated how to be brave, vulnerable and genuinely just be me. Practicing my marital diplomacy, I think we are both right. Regardless, I'm humbled by the vote of confidence from my TLP friends to share my journey and I hope to provide insights that resonate for their TLPII journey.

A quick snapshot of me... born in Wynyard, raised with my big sister in various homes throughout Tasmania: Devonport, Launceston and finally Hobart. My mother has been a consistent and inspiring influence. I can now appreciate her capacity and resilience as a very successful solo parent of two troublesome teenage girls following the death of our father:

Always interested in the environment and physical activity, I graduated from the University of Tasmania with a B.App.Sci and unknowingly began my career trajectory as a bushwalking guide. I met my husband, Phil Cook, when we were bushwalking guides and together we went on to manage the companies that started Tassie on the pathway to being the 'bushwalking/eco-tourism' destination that it is today. Ken Latona was the mentor and leader from whom I have learned so much, and I cannot speak highly enough of the trust he placed in a bunch of inexperienced uni grads. He left us alone to develop and manage his brain child. We took on the challenge, we made mistakes, we were supported, and we learned so much and loved it.

Life took Phil and I to New Zealand, mostly to play in the snow, but our time as surrogate kiwis also progressed my career in conservation. Returning to Tasmania about nine years ago, I was fortunate to join Hydro Tasmania's environmental team. During this time my passion for Tasmania's environment, tourism and conservation grew, through my extracurricular involvement as a member of the National Parks and Wildlife Advisory Council, volunteering in our local coast care group and contributing as a national and state judge for the Tasmanian Tourism Awards. Currently I am

privileged to be the Chair of Judges for the State Tourism Awards. My motivation to remain involved in areas I am passionate about has been intuitive and unstructured, but it has fed my personal drive and enabled me to make some kind of difference to Tasmania's future.

The TLP year started with the first residential at Strahan. On route chatting with a brand new TLP friend, I had the epiphany that 24 strangers were all about to embark on a journey with people from very different backgrounds, life experiences and intentions, and yet, we all had something in common – to voluntarily be uncomfortable to learn and develop and contribute to Tasmania's future. Bob and Lynda introduced the concept of the 'four rooms of change'...and it became obvious that there weren't many of us arriving at TLP in the 'contentment room'.

Arriving home from Strahan I was both intimidated and excited. Soothed by Phil and our home of fifteen years – acres of bush, privacy and inspiring views. I didn't anticipate the change to my tranquil Hobart life, but not long into my TLP journey the trap door into the denial and confusion room surprised me with a creaky opening. The changes came about when Phil accepted work based in the North West, a friend passed away and I had a serious health scare, causing me to reflect on the value I was adding in my work. Through the combination of personal challenges, new self-awareness and learnings from TLP, I chose to listen carefully to my gut and knew change was the solution not the problem.

With support from very new friends in TLP, old friends and most significantly, from my sister and husband, I took on the challenge of honestly assessing my life, prioritising what was important and stepping up to make the changes happen. I realised that my life, health and family make up the glass ball that needs to be handled carefully and taken care of, while my career is the fun rubber ball, designed to bounce. And so, half way through my TLP year, I firmly shut a couple of doors. I stared down the fear of failure and resigned from a stable career and relocated to the North West coast with Phil.

For a couple of months, I knocked on new career doors, peeked in a few rooms, trusting that eventually I would find the welcoming door to lead me into the 'inspiration room'. And now, I am excited by the new opportunities and challenges ahead working with great people in managing Tasmania's spectacular parks and reserves on the rugged west coast. Making the North West our new home, spending time exploring my childhood playground with family and friends and working in an area that aligns with my personal values was not the change I planned at the beginning of TLP, but it's re-invigorated so many aspects of my life.



As described by Rowan Treblico while enjoying the Hazards circuit during our concluding Residential at Freycinet, the TLP sessions and weekends away have presented 'nuggets of gold'. A standout for me was Keith Bradshaw. He shared his leadership story with us describing his career and how he learned to trust himself and value his different view of the world. This is an experience I identify with and plan to build on. Only now, can I appreciate the words of one of the Executive's at Hydro Tasmania who explained to me that his support for my career progression was because I think differently to others in the business. At the time I was unsure how to interpret his comments, but now I am practising truly valuing my differences and exploring the means to articulate them in a way that is valued and constructive. This self-awareness and appreciation is thanks to TLP facilitators, and my TLP friends for probing, questioning, supporting and providing the re-assurance that the more and varied opinions we voice and consider, the more solid the end result.

TLP is fortunate and privileged to draw on such a breadth of volunteers willing to share insights from such varied political views, social backgrounds, challenging lives and entrepreneurial paths – their experiences were enlightening and inspiring for me. I have broadened my Tasmania-centric world view, developed a greater appreciation for the issues and possibilities here, and acknowledge that I can choose to be an active part of any change – there is no point in sitting back wanting someone else to fix it.

The final take home from my TLP journey, is that experiences happen to all of us and we all have choices in how we respond. It is our response that determines what the outcome will be and whether it is something we can be proud of or something we need to file away in the lesson learnt bucket. My TLP I I journey, and life in 2017 more generally has taught me firsthand about my response options, and how to apply the 'fridge

model' passed down from Brian and Gillian – set the expectations, deal direct, accept the outcome and move on.

There were, and still are moments that I wonder if I may have taken an extreme approach to change during 2017, but we each have only one life and I'm motivated to have a go and make a difference. I'm still not sure where, or even if, our TLP journey will end. I look forward to sharing it and keeping in touch with TLP I I friends. I know that in 2018 and beyond we will actively contribute as leaders to the success of our own lives and this great island.

Thanks to the sponsors of TLP, the many volunteer speakers and facilitators Lynda, Bob and Ange, and most of all thanks to TLP11 friends for sharing and supporting our growth over the year.

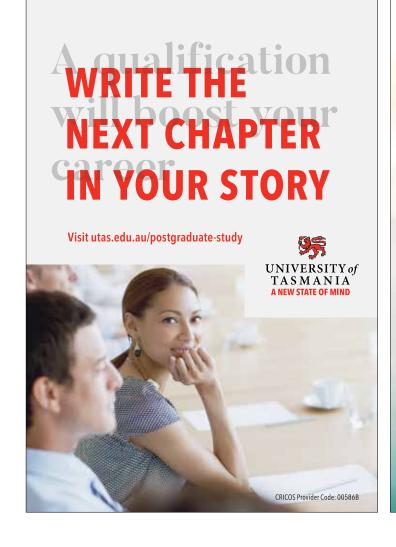
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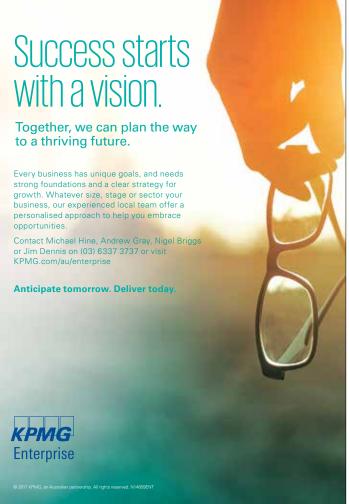
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# TLP10 2016 TASMANIAN LEADERS PROGRAM GRADUATION DINNER

The TLP10 Graduation Dinner was held at Country Club Casino, Launceston, on 25 February 2017. Photos by Phillip Biggs.











## TLPII 2017 PROGRAM

The TLP11 2017 Tasmanian Leaders Program comprised of eight two-day Linking Sessions and three multi-day Residential Retreats co-designed and facilitated by Lynda Jones, Bob Campbell and Angela Driver.



#### **RESIDENTIAL RETREATS**

SESSION	WHERE	DATE	
Opening Residential	Strahan Village, Strahan	9 – 12 February	
Mid-Year Residential	Cradle Mountain Lodge, Cradle Mountain	27 – 30 July	
Closing Residential	Freycinet Lodge, Coles Bay	24 — 26 November	

### Linking Session One GOVERNANCE

#### PARLIAMENT HOUSE, HOBART: 17 - 18 MARCH

Barriers and enablers of influence within the machinery of government	<b>Robin Banks</b> , Former Anti-discrimination Commissioner, Equal Opportunity Tasmania	Panellist
	Debra Rees, Chief of Staff, Senator McKim's Office	Panellist
	Peta Sugden, Director, Office of the Coordinator General	Panellist
	<b>Rikki Mawad,</b> Researcher and Lecturer, Tasmania Law Reform Institute/ University of Tasmania	Facilitato
	Rod Whitehead, Auditor General, Tasmanian Audit Office	Panellist
Causes, campaign	Aurora Adams, Human Rights Campaigner, GetUp!	Panellist
and change	<b>Rodney Croome AM</b> , Spokesperson for the Tasmanian Gay and Lesbian Rights Group	Panellist
	<b>Neroli Ellis</b> , State Secretary, Australian Nursing Federation Tasmanian Branch	Panellist
	<b>Rikki Mawad</b> , Researcher and Lecturer, Tasmania Law Reform Institute/ University of Tasmania	Facilitato
Emotional leadership	<b>Malcolm Lazenby</b> , Co-founder, Global Leadership Foundation	Presente
Global governance	Matt Killingsworth, Head, Politics and International Relations, University of Tasmania	Presente
Governance and decision making	Eric Abetz, Tasmanian Senator, Australian Liberals	Panellist
	Andrea Dawkins MP, Member for Bass, Tasmanian Greens	Panellist
	<b>Lara Giddings MP</b> , Member for Franklin, Tasmanian Labor Party	Panellist
	Roger Jaensch MP, Parliamentary Secretary for Small Business, Trade and Red Tape Reduction	Panellist
	Adriana Taylor, General Manager and Commissioner, Huon Valley Council	Panellist
Governance and democracy	Louise Sanders, Presenter, Drive, 936 Hobart	Present
Leadership story	Robyn Moore, Professional Speaker, Voice-over Artist	Present



# Linking Session Two INNOVATION AND INDUSTRY

NORTH WEST COAST: 6 – 7 APRIL

How lean creates innovation in industry	Clynton Jaffray, Director, Productivity Improvers	Facilitator
Leadership story	<b>Dale Elphinstone</b> , Founder and Executive Chairman, Elphinstone Group	Presenter
Site visit — Brandsema Tomatoes	Anthony Brandsema, Owner, Brandsema Tomatoes	Site Host
Site visit — SED Manufacturing Services	Matthew Brown, Owner, SED Manufacturing Services	Site Host
Site visit — Hellyers Road Distillery	<b>Sharon Deane</b> , Visitor Interpretation Centre Manager, Hellyers Road Distillery	Site Host
Site visit and lunch — Turners Beach Berry Patch	Craig Morris, Manager/Owner, Turners Beach Berry Patch	Site Host
Site visit and dinner – Mount Gnomon Farm	Guy Robertson, Owner, Mount Gnomon Farm	Site Host
Site visit – Southern Prospect and Haulmax	<b>Lee Whiteley</b> , Managing Director, Southern Prospect Pty Ltd and Haulmax	Site Host
What is innovation –	Raoul Anderson, Founder, Anderson Morgan	Panellist
barriers and catalysts	Daryl Connelly, Executive Officer, Switch Tasmania	Facilitator
	Andrew Dickinson, Director, Indriva	Panellist
	<b>Diane Edgerton</b> , Chief Executive Officer, Direct Edge Manufacturing	Panellist
	Malcolm Ryan, Owner, Rhuby Delights	Panellist





# Linking Session Three COMMUNITY

### BRIGHTON CIVIC CENTRE, BRIDGEWATER: 19 – 20 MAY

Does the criminal justice system work?	<b>Catherine Edwards</b> , Manager, Victims Support Services, Department of Justice	Panellist
	Graham Hill, Director, Legal Aid Commission of Tasmania	Panellist
	<b>Jill Maxwell</b> , Chief Executive Officer, Sexual Assault Support Service	Panellist
	<b>Amy Washington</b> , Clinical Psychologist, Mental Health Tribunal Tasmania	Panellist
	<b>Ginna Webster</b> , Deputy Secretary – Children and Youth Services, Department of Health and Human Services	Facilitator
Family as governance models for Aboriginal people	Fiona Hamilton, Principal, Cultural Business Innovation	Speaker
Human instincts for leaders	Ros Cardinal, Principal Consultant and Owner, Shaping Change	Presenter
Leadership story	<b>Keith Bradshaw</b> , Chief Executive Officer, South Australian Cricket Association	Speaker
Leadership story	lan Thomas, Director of Prisons Designate, Department of Justice	Speaker
Site visit – Bethlehem House	<b>Stephanie Meikle</b> , Chief Executive Officer, Bethlehem House	Site Host
Site visit – Risdon Prison	Risdon Prison, Staff	Site Visit
Strategic foresight	Steve Willing, Facilitator and Coach, Growth in Mind	Presenter
Surviving the violence, sharing the story	Alina Thomas, Executive Officer, Support, Help and Empowerment (SHE)	Speaker
<i></i>	Cheryl White, Author	Speaker









### Linking Session Four THE TASMANIAN ECONOMY

### NORTHERN INTEGRATED CARE SERVICE, LAUNCESTON: 16 – 17 JUNE

Business transformations	<b>Ray Mostogl</b> , General Manager, Bell Bay Aluminium (Pacific Aluminium)	Presenter
Introduction to media	Mark Thomas, Director, M&M Communications	Presenter
Leadership story	<b>Jacqueline Pascarl</b> , Author/Founder, Operation Angel Australia	Presenter
Levers of government and government spending	<b>Peter Gutwein MP</b> , State Treasurer, Tasmanian Liberals	Presenter
Small business: challenges to	Sarah Hirst, Owner, Leaning Church Vineyard	Panellist
sustaining growth	<b>Craig Perkins</b> , Chief Executive Officer, Regional Development Australia – Tasmania	Facilitator
	<b>Annette Reed</b> , Motivational Speaker and Farmer, Tasmanian Tomato and Garlic Festival	Panellist
	<b>Kim Seagram</b> , Owner/Market Manager, Stillwater River Café and Black Cow Bistro	Panellist
	<b>David Wood</b> , Chief Financial Officer, Petuna Aquaculture	Panellist
The Tasmanian economy — challenges and opportunities	Saul Eslake, Economist	Presenter
What does this all mean for the future of Tasmania?	Tim Rutherford, Director, KPMG	Facilitator





### Linking Session Five GENDER EQUITY

## UNIVERSITY OF TASMANIA, SCHOOL OF ARCHITECTURE, INVERESK: 18 – 19 AUGUST

Action plan workshop	Jane Forrest, Founder, Vim Arts and Events	Facilitator
	Leigh Oswin, Change Manager, Ashley Detention Centre	Presenter
	James Sugden, Director, Sugden & Gee	Presenter
Addressing gender	<b>Bess Clark</b> , General Manager Strategy and Stakeholder Relations, TasNetworks	Panellist
equity	Sam McQueeney, Architect, Circa Morris-Nunn Architects	Panellist
	Belinda Schultz, Senior Firefighter, Tasmanian Fire Service	Panellist
	<b>Michael Woodward</b> , Director, National Centre for Maritime Engineering and Hydrodynamics, University of Tasmania	Facilitato
Breaking the glass ceiling	<b>Donna Adams</b> , Deputy Secretary, Department of Police, Fire and Emergency Management	Panellist
cciiirig	Bridget Archer, Mayor, George Town Council	Panellist
	Jane Bennett, Chief Executive Officer, TasFoods	Panellist
	Vicki Gardiner, General Manager, Engineers Australia	Panelist
	Jessica Melbourne-Thomas, Research Scientist, Australian Antarctic Division	Facilitato
Gender inequity – the big picture	Lucy Tatman, Lecturer, University of Tasmania	Speaker
Gender inequity in	Mick Clarke, Director, Devonport Childcare Centre	Presente
Australian workplaces	<b>Michael Woodward</b> , Director, National Centre for Maritime Engineering and Hydrodynamics, University of Tasmania	Presente
Leadership story	Louise Morris, Bass Lead, Federal Election Campaign, GetUp!	Speaker
Leadership story	Sharon Jones, Chair, CORES Australia	Speaker
Personal bias test	<b>Justine Brooks-Bedelph</b> , Development Services Manager, George Town Council	Facilitato

# Linking Session Six THE IMPACT OF TECHNOLOGY ON EMPLOYMENT

## UNIVERSITY OF TASMANIA, NEWNHAM CAMPUS, SIR RAYMOND FERRALL CENTRE: 15 – 16 SEPTEMBER

Dia mind C		
Big mind feud and open space session	Greg Barns, Barrister and Writer	Panellist
	Joel Harris, Chief Executive Officer, TasmaNet	Panellist
	Kate O'Shannessey, Finance Manager, TasmaNet	Facilitator
	Tane Hunter, Big Data Scientist, Future Crunch	Panellist
	Tara Howell, Director – Brand and Marketing, S Group	Panellist
	Tim Rutherford, Director, KPMG	Panellist
	<b>Justin Thurley</b> , Manager Information Technology, Huon Aquaculture	Panellist
Getting to grips with feedback	Nicola Brazil, Principal and Owner, Brazil & Co	Presenter
Site visit – AMC	Australian Maritime College, Staff	Site Visit
Future innovation	Gary McDarby, Chief Executive Officer, Enterprize	Presenter
and its impact on employment	Alan Rosevear, Chief Operations Officer, TasmaNet	Facilitator
Future proofing Tasmania	Cassy O'Connor MP, Leader – Member for Denison, Tasmanian Greens	Presenter
Leadership story	Sam Kennedy, Director, Government Strategy and Innovation, Optus	Speaker
Technological disruption	Stuart Addison, Principal, Tasman Quartermasters	Presenter
	Tane Hunter, Big Data Scientist, Future Crunch	Presenter







# Linking Session Seven TASMANIA'S NATURAL ENVIRONMENT

## SUSTAINABILITY LEARNING CENTRE, MOUNT NELSON: 20 – 21 OCTOBER

Climate change: what	Alistair Hobday, Research Scientist, CSIRO	Presenter
is in store for	Jan McDonald, Professor of Environmental Law, University of Tasmania	Presenter
ludging the value of the natural environment: an accepted framework	<b>Vishnu Prahlad</b> , Lecturer in Environmental Management, University of Tasmania	
Leadership story	<b>Saara Sabbagh</b> , Founding Director, Benevolence Australia	Speaker
Leadership story	<b>Margaret Steadman</b> , 2017 Tasmanian Senior Australian of the Year	Speaker
Systems, identities and roles	<b>Terri Soller</b> , Managing Director Australia, The Global Leadership Foundation	Facilitator
World Cafe: The Tasmanian Forest	<b>Andrew Denman</b> , Owner, Tasmanian Special Timbers Alliance	Panellist
Agreement	Angela Driver, General Manager, Tasmanian Leaders	Facilitator
Agreement	lan Dickenson, Spokesperson, Tasmanian Farmers and Graziers Association	Panellist
	<b>Terry Edwards</b> , Chief Executive, Forest Industries Association of Tasmania	Panellist
	<b>Lara Giddings MP</b> , Member for Franklin, Tasmanian Labor Party	Panellist
	Phil Pullinger, Spokesperson, Environment Tasmania	Panellist
Tasmanian Aboriginal culture and the natural environment	Trish Hodge, mina-nina	Presenter
The Tarkine (takayna): a current environmenta	Vica Bayley, Tasmanian Campaign Manager, The Wilderness Society	Panellist
a current environmental management challenge	Inches	Panellist
	<b>Leon Compton</b> , Presenter, Statewide Mornings, Australian Broadcasting Corporation	Facilitato
	Ruth Forrest, Member for Murchison, Tasmanian Legislative Council	Panellist
	Ruth Langford, State Secretary, Tasmanian Aboriginal Centre	Panellist
	Peter Mooney, Tourism Consultant	Panellist

# Linking Session Eight MENTAL HEALTH AND WELLBEING IN THE WORKPLACE

### HENRY JONES ART HOTEL, HOBART: 10 – 11 NOVEMBER

F: 1 : F::		
	Helen Tiddy, Instructor, Gym and Tonic Fitness	Facilitator
Immunity to change	Jill Currey, Director, Currey and Co Consulting	Speaker
Introduction to mental health and wellbeing in the workplace	<b>Doug Vautier</b> , Chief Executive Officer, OzHelp Tasmania	Speaker
Leadership story	Rob Pennicott, Founder, Pennicott Wilderness Journeys	Speaker
Mental health — a personal story	<b>Dean Yates</b> , Global Head of Human Resources, Reuters News Service	Speaker
Mindfulness	Pamela Lovell, Director, Mindful Intent	Facilitator
New approaches to managing mental health and fitness for work cases	<b>David Dilger</b> , Partner, Page Seager Lawyers	Facilitator
SPEAK UP! Stay ChatTY	Mitch McPherson, Founder, SPEAK UP! Stay ChatTY	Presenter
Take home message and self-care plan	<b>Sarah Dawkins</b> , Lecturer in Management, University of Tasmania	Speaker
Taking the next step, a long term perspective	Cameron Blight, Health and Safety Advisor, Worksafe Tasmania	Facilitator
and best practice	Lisa Burnell, Director, RY Builders	Panellist
	<b>Simon Hancock</b> , Operations Manager, Huon Valley Health Centre	Panellist
	<b>Melanie Lawrence</b> , Policy and Practices Specialist, TasNetworks	Panellist
	<b>Scott Tilyard</b> , Deputy Commissioner, Department of Police, Fire and Emergency Management	Panellist
The battle outside the ring	<b>Luke Jackson</b> , Professional Australian Boxer, Action Fitness Centre	Speaker
Issues affecting mental health in the workplace	Cameron Blight, Health and Safety Advisor, Worksafe Tasmania	Facilitator
- The state of the	<b>Sarah Dawkins</b> , Lecturer in Management, University of Tasmania	Panellist
	<b>Connie Digolis</b> , Chief Executive Officer; Mental Health Council Tasmania	Panellist
	Mat Rowell, Chief Executive Officer, Relationships Australia	Panellist
Yoga — practical session	Erin Murphy, Instructor, Yoga with Erin Murphy	Facilitator



## TLPII 2017 GRADUATES

### Damien ARKLEY

Chief Operating Officer - Acting

METRO TASMANIA

On entry into program: State Customer Services Manager, Metro Tasmania

Damien is the State Customer Services Manager at Metro Tasmania, where he leads a team of over 400 operational staff in pursuit of customer service excellence. His team is responsible for the delivery of bus services in three regional centres across the state, which in 2017 facilitated over eight million journeys. During the TLP year Damien moved to acting Chief Operating Officer for Metro Tasmania. His leadership experience has grown over two decades in the operational resources and service industries in Tasmania, which have included positions with Rio Tinto and Boral. In this time Damien has completed higher study in the areas of business management, human resources and occupational health and safety, with particular emphasis on negotiation and conflict resolution. His career has focussed on safety, strategic planning, and performance reliability, and in his current role he demonstrates the importance of a customer focussed attitude. Splitting his time between Launceston and Hobart, Damien adopts a state-wide approach to his work, and is passionate about connecting the Tasmanian community via quality public transport.

I entered the TLP anticipating an experience that would challenge and stretch me both as an individual and also as a leader. This journey has not only fulfilled this expectation, but fuelled personal and professional growth in areas that I did not foresee. It has been a year of unpacking, questioning, building, reflecting, growing, connecting, and ultimately gaining a far greater understanding of my beliefs and values. At times I felt overwhelmed by the perceived magnitude of issues and subject matter I could not change, but each month my confidence and awareness grew. By the mid-year Residential I knew I was on the path to make change, and could see potential in individuals, communities and Tasmania. Now I can reflect and say that my time spent with such amazing people and quality speakers as part of the program truly has inspired me to be a great leader.

The program has inspired me to always improve and that it is possible to create positive change in so many ways. Belief in myself and the confidence to influence and inspire is such a powerful message to move forward with. I am more aware of myself and that every person can contribute to the growth of our state. There are many positives that I take away from TLP—inspired by 23 other participants—knowledge of what a great leader is and how important connections are for this to happen. A drive for sharing the leadership journey into the future is something I am very much looking forward to.



Belief in myself and the confidence to influence and inspire is such a powerful message to move forward with."



### Maree BENNETT

Service Manager

#### OAKTASMANIA

On entry into program: Coordinator Place Based Services, Red Cross. Recipient of the Tasmanian Leaders Not-forprofit Scholarship.

Born and raised in Tasmania, Maree is a passionate advocate of learning, social justice and the immense value of lived experience. Maree is dedicated to supporting the community and her clients' right to be respected, valued and heard, allowing them to be empowered in making informed choices in their lives. She is currently a service manager in out of home care at OAK Tasmania. Previous to this she has worked extensively in community development, family violence and suicide prevention.

The TLP experience forces you to focus. There was no hiding half way, you either step into it and own your brand of leadership believing it's what the state needs or you let opportunities slip through your fingers that will leave you wondering what if I had been brave enough to stand in front of the crowd and speak my truth. The highlight of TLP was finding forever friends, delightful souls who gifted me their worlds and added to my skills as a story teller. Unexpectedly, I found that I grew into my skin instead of out of it and found kindred spirits.

Leadership comes in many forms and should be celebrated. Being comfortable in your own style of leadership and flying your flag. I have become compassionately fearless in the face of opposition. I no longer wonder why I'm in this place and if my brand of leadership is worthy. I stand with my feet firmly planted in the earth knowing our state needs some trouble makers, who are loud and colourful and refuse to sit still and accept the status quo. I will change the world by being wonderfully loud when I need to make noise, and to be still when I need to. I will remind those around me to find the joy in the little things, and recognise the big moments, especially those that are disguised as little ones. I will help others stand tall when their knees want to bend and spread kindness like wildflowers. Above all, I will remind everyone that the right to be seen as worthy belongs to all of us, no matter what our circumstance.



66 I have become compassionately fearless in the face of opposition."







66 I now confidently call myself a leader and have the self-belief that I can achieve great things."

### Lucy BLAKE

Director

#### MYRIAD RESEARCH

Lucy comes from a professional background in children's services and international hospitality management. Lucy is currently director of Myriad Research, a Tasmanian owned and operated market and social research company. This position has been achieved through strong foundations of ground-up experience, having started in the industry 21 years ago as a research interviewer. Lucy's career has progressed in the family business, helping it grow to become the second largest market research consultancy within Tasmania. Lucy's role has involved overseeing projects for clients in the public and private sector, providing specialist advice and insights to achieve valuable and actionable research outcomes for business and strategy development.

Without a doubt, my TLP journey has exceeded all expectations, resulting in a personally and professionally life-changing experience. I was prepared to develop and be challenged, but the unexpected outcome has been the degree of internal transformation—possibly the fastest year of personal growth in my life. From our first Residential in Strahan, I quickly realised I was amidst a group of passionate, enthusiastic individuals who were ready to make the most of this opportunity. The connections and group spirit that developed from there helped create the perfect environment for growth, inspiration and renewal. I now feel a heightened sense of optimism and positivity moving forward. The program has provided the privilege of learning from such a high calibre of speakers and facilitators that has increased awareness of challenges faced by our state, and opened my eyes to the incredible opportunities for future

The person who started this program feels completely unrecognisable compared with the person coming out the other side. I now confidently call myself a leader and have the self-belief that I can achieve great things. I feel the TLP journey and its effects have not finished; rather only just begun. Over the course of the year, something has awakened in me that is leading me in a different direction. It is an inspirational pull that I am excited and energised for I now find myself seeking to make a difference—to find my purpose and make it count. The main focus for me in the immediate future is to harness my authentic leadership style ... and to let the Lucy sun shine!

### Phillip BOXALL

Section Head

#### AUSTRALIAN ANTARCTIC DIVISION

Phillip entered the TLP as part of the Antarctic Division's Science Branch Executive team, with lead responsibility for Science Technical Support. He is a fisheries and environmental manager by trade and spent his early years working in Tasmania's fisheries and aquaculture industries and in later years moved to the Commonwealth Government as the Director of the East Marine Region (Torres Strait to Batemans Bay) and more recently was lucky enough to obtain the position of Section Head at the Australian Antarctic Division. Phillip has grown up in Hobart and is passionate and driven to see Tasmanians continue to develop and Tasmania to grow into the most enviable place in the world to work and live. His personal interests include family, fishing, diving, deer hunting, horses and the Tasmanian environment and all it has to offer.

I have found the Tasmanian Leaders Program to be a good balance of community learnings, reflection and networking. I applied for the TLP to widen my professional and social networks, improve my capacity to lead at a higher level and to become more inspired. With the year ending I finish the program with more confidence, self-awareness and a deeper understanding of the issues facing Tasmania and its communities. Of particular interest was the level of innovation in Tasmania which is fantastic and needs to be continually encouraged. TLP has provided me more tools with which to be a better leader. This has enabled me to stop and think where my weaknesses and strengths could be most effective for my personal ambitions, my organisation and Tasmania.

I am unsure where the TLP journey will lead me, but I do know that I have learnt a range of skills and tools that will positively assist me (and hopefully others) into the future. I am really positive about the future of Tasmania and its people and see many opportunities for the State to continue to flourish—a program like the TLP will assist to turn the opportunities into realities. The TLP has taught me to respect and value difference and the many different ways one can be a leader. The future for me is about opportunities: seeking them out, recognising them when they arise and taking advantage of them.

The future for me is about opportunities: seeking them out, recognising them when they arise and taking advantage of them."









My experience is that you get as much value out of a program like this as the effort you are prepared to put into it."



## Justine BROOKS-BEDELPH

General Manager

GEORGETOWN COUNCIL

On entry into program: Development Services Manager, George Town Council

Justine started the program as a middle Manager with seven direct reports and completed the program as the General Manager with fifty direct reports. It was a steep learning curve with many previously unfaced challenges, but belonging to the TLP provided the opportunity to seek out peer advice and new perspectives. One of Justine's favourite sayings, adapted from Richard Branson, is: "If you are ever given an opportunity and you are not sure if you can do it, do it anyway and work out the details as you go".

When I entered the program I was most apprehensive about giving up a weekend a month. We are all busy people and for me, the weekend represents a few short moments where I can unwind, take time to evaluate and spend time with family and friends. The turning point in the program for me was the moment I realised I was looking forward to the next TLP weekend and not in the least concerned about 'losing it'. The fact was, I was not losing a weekend, but was instead gaining access to a highly valuable tool kit with resources that would be available to me when I wanted or needed to draw on them. My experience is that you get as much value out of a program like this as the effort you are prepared to put into it.

"A ship in harbour is safe—but that is not what ships are made for." – I A Shedd

"I am not afraid of storms for I am learning how to sail my ship." – Louisa May Alcott

Both these famous quotes outline my journey through TLP 2017 and represent my current navigational position. For my organisation to grow and prosper we need to head out of the harbour and test the strength of the *ship* in deeper water where there are more adventures and rewards. I look forward to working with my *crew* both internal and external to TLP as we continue to refine our leadership skills and work towards 'making a difference'.

### Kristy BROWN

Director People and Culture

#### RELATIONSHIPS AUSTRALIA TASMANIA

Kristy is an accomplished and professional senior executive driven by vision, strategy, execution, as well as results. As a powerful communicator and capable influencer, Kristy has demonstrated success in forming and executing business strategy, driving change and improving organisational performance. With more than twenty years of experience in managing and leading high performing teams, Kristy has demonstrated her ability to empower and motivate others to achieve positive business outcomes in her role as the Director People and Culture at Relationships Australia Tasmania. As an experienced board director, Kristy is a leader who believes in purpose, strategy and open communication. With strong technical skills and business qualifications, Kristy is highly motivated and driven to achieve results. Kristy holds a Bachelor of Commerce, post graduate qualifications in Management and is a Graduate of the Australian Institute of Company Directors Company Directors Course.

I participated in the Tasmanian Leaders Program to widen and strengthen my professional and social networks and to enhance my leadership skills. I was drawn to the program as it has a Tasmanian focus and provided the opportunity to collaborate and network with other emerging leaders from across the state. There have been many highlights for me, including the opportunity to meet and collaborate with high-calibre speakers and contributors, and the time and space to self-reflect. I certainly have gained a greater appreciation of the development challenges and innovation opportunities that exist in Tasmania, and the impact that I can have as an individual. Throughout the program we have heard from a number of outstanding individuals who have achieved great success in their respective fields. The insights into their success, at both a local and global level, have inspired and encouraged me to surround myself with good people and to take greater risks.

I enjoyed the opportunity to design and deliver a highly successful and informative Linking Session with my peers, while exploring the impact of technology on employment in Tasmania. I look forward to being able to contribute to the Tasmanian community through our energy efficiency project and the TLP Alumni. The Tasmanian Leaders Program has reinforced that excellence in leadership is achieved by a personal commitment to ongoing learning and professional and self-development. I will expand upon the knowledge and skills I have gained throughout the duration of this program, and draw upon these experiences, to generate opportunities and positively influence a successful future for our state.



I was drawn to the program as it has a Tasmanian focus and provided the opportunity to collaborate and network with other emerging leaders from across the state."







The Tasmanian Leaders Program challenged my values, beliefs, thoughts and ideas."

# Adrian DANIELS

Health, Safety and Environment Leader

#### **TASNETWORKS**

Adrian is a work health and safety professional with twenty years experience in the energy industry. Adrian is an innovative and people-focused professional, profound at leading whole-of-business and community focussed projects with a passion for influencing behavioural change and cultural development. Examples of Adrian's effective leadership include:

- The power network restoration efforts during the 2012 Dunalley bushfires in Tasmania where he led management of health, safety and environment risk at a strategic and operational level. The bushfires impacted approximately 23,600 hectares of private property and damaged significant electrical infrastructure that required extensive work. Customer supply was restored in just ten days.
- Leading TasNetworks' Health Safety and Environmental technical efforts in responding to Tasmania's energy security crisis in 2016. This assisted Hydro Tasmania with its supplementary generation project that potentially had a state-wide impact on the community and industry of Tasmania.
- Project managing a Tasmanian Community Zero
  Harm initiative to support community awareness and
  knowledge of electrical infrastructure risk. This work
  has broad influence across the Australian energy sector.

The Tasmanian Leaders Program has provided me with the most amazing opportunity to engage with community, realise the opportunities and challenges that exist within Tasmania, and continue my professional development with support from exceptional facilitators and guests of the program. I also benefited from meeting 23 other talented and committed leaders from diverse backgrounds and expertise; with the opportunity to listen and share learnings on common and pressing challenges that enabled us to employ our broad experiences. These discussions helped us in establishing mutual trust and respect, and a valuable network of peers via the Tasmanian Leaders Alumni, that will enable further two-way mentoring and coaching.

I was excited to share my experiences from Tasmanian Leaders Program with my team and business leaders at TasNetworks and cascade learnings by utilising the tools and concepts. This has really assisted me to embed new knowledge and build capability of individuals at TasNetworks. The Tasmanian Leaders Program challenged my values, beliefs, thoughts and ideas. It provided me with skills to understand and accept individual and team preferences, motivations, strengths and weaknesses in order to best position me for coaching and mentoring opportunities that will make positive contributions to Tasmania's future.

## Kirby DILLON

Project Officer – Work Health and Safety

#### TASMANIAN HEALTH SERVICE

On entry into program:Tasmanian Operations Leader/ Principal Consultant — Injury Management and Ergonomics, IPM Consulting

Kirby is an accredited exercise physiologist who gained this qualification following her studies at the University of Tasmania. Post graduation, Kirby initially worked in clinical settings both locally and abroad developing her practical skills prior to returning to her home state of Tasmania in 2011. At this time Kirby commenced employment as an Injury Management and Ergonomic Consultant with IPM Consulting. In this role Kirby established herself as a respected consultant, an engaging trainer and gained experience in leading small teams. Kirby is passionate about preventative health care and assisting individuals and organisations to maximise the health, safety and wellbeing of their workforce. Kirby has extensive experience working across all industry sectors and has recently taken on a new position with the Tasmanian Health Service.

I applied for the program as I wanted to develop my leadership skills and identify ways these could be used both within my professional workplace and in the broader community. The program exceeded my hopes and expectations in many ways. From the calibre of speakers we had the opportunity to listen to, interact with and learn from, to the diverse site tours and visits that we completed across the state to places such as Bethlehem House and Southern Prospect, I gained a much deeper understanding of the unique opportunities and challenges that Tasmania faces and also the tools and skills needed to be able to make a positive difference in my own place of employment and within our state. A highlight for me was having the opportunity to connect with and learn from the 23 other participants in the group, who I respect and admire.

I am excited for my post-TLP journey and I am still reflecting on the extent of my learnings from the program. I have gained much more self-awareness of my strengths and weaknesses, and my leadership style, and I am ready to put this into practice and will do so with confidence. Our learning set project is still in its early stages and will be a great way for me to stay present and utilise the skills I have gained while being supported by my fellow learning set members. I leave 2017 inspired and, as my leadership journey continues, I look forward to contributing to and positively shaping the Tasmanian community.



I have gained much more self-awareness of my strengths and weaknesses, and my leadership style, and I am ready to put this into practice and will do so with great confidence."







The opportunity the program offered to explore and consolidate my personal leadership style was an exciting prospect not to be missed."

### Nicholas DWYER

Associate Civil Engineer

PITT&SHERRY

Nicholas is an experienced civil engineer and project manager with thirteen years experience in both the government and private sectors leading multidisciplinary teams to deliver strategic, asset and infrastructure projects. Nicholas's current role is Associate Civil Engineer, and he leads pitt&sherry's Asset and Field Services Group with a focus on the delivery of services to Tasmanian and national clients primarily in the road and civil fields. Nicholas is also currently leading pitt&sherry's Mining and Geotechnical Group delivering mining and civil projects for Australian and international clients. Nicholas has over twenty years of leadership experience within the community through his work on boards and organisations, spanning across various industries. He is Secretary and founding member of a charitable association. The Moustache Riders, which has both a financial and social mission. Nicholas has been President of the Hutchins Old Boys Association, a Director on the Hutchins Foundation Board and member of the Hutchins Foundation Board's Bequest Committee.

I was drawn to participating in the program for its unique Tasmanian focus and access to high calibre presenters and participants. The opportunity the program offered to explore and consolidate my personal leadership style was an exciting prospect not to be missed. From the first Residential it was apparent that the year would be full of amazing opportunities to engage with some of the state and country's brightest leaders. Each Linking Session further opened my eyes to not only the challenges faced across the state, but to the incredible work being done by individuals to positively impact local communities. The planning and delivery of our group's Linking Session—on the impact of technology on employment in Tasmaniaafforded the opportunity to gain a real understanding of what the advancement of a vast array of technologies, both positive and otherwise, are having now and will have. The session was a timely reflection on where we are now and what, as a state, needs to be considered and implemented to not only 'keep up', but to excel.

The Tasmanian Leaders Program has provided me with an insight into the endless opportunities for both professional and community development within Tasmania. I am looking forward to continuing and expanding my involvement in the pursuit of influencing a positive future for Tasmania. I will be drawing on the experiences I have gained throughout the program to initiate further learning and understanding of the broader Tasmanian context and how I can positively contribute to its advancement. I am very much looking forward to engaging with the Tasmanian Leaders Alumni to gain an even greater understanding of current and future opportunities.

### Benita FORDHAM

Commercial Manager

VANTAGE GROUP

Benita is the Commercial Manager for Vantage Group, a business unit of the Federal Group which operates the 9/11 bottleshop chain and twelve local pubs throughout the state. Benita began her career as an undergraduate accountant in a chartered accounting firm while completing a Bachelor of Commerce. On completion of her degree Benita changed jobs moving to a government position before starting with the Federal Group, in 2004, after completing her CPA studies.

Benita has worked across many business units in her time with Federal Group including the beautiful properties where the Tasmanian Leaders Program Residentials are held. In her current position with Vantage Group, Benita facilitates strategic planning, forecasting and business improvement processes to assist the business in meeting its operational and strategic goals.

I started the Tasmanian Leaders Program hoping to increase my resilience, confidence, understanding of self and to take myself out of my comfort zone. I was not disappointed—the program ticked all of these boxes. I arrived in Strahan the night before the first Residential with fear and trepidation—I was already out of my comfort zone! Eleven months later I left the final Residential in Freycinet in a completely different space. I had been stretched!! At the end of the program I am more aware of the issues facing Tasmania now and into the future and I have been exposed to some of the amazing things Tasmanians are achieving. I am more comfortable with myself and confident in my ability. I am a stronger person and proud of what I achieved throughout the program—not to mention the opportunity to share the experience with 23 amazing participants who provided encouragement and advice throughout the whole journey.

I am moving into the new year with a new drive to achieve using the tools and confidence that the Tasmanian Leaders Program has provided me. I will be tackling challenges head on and learning from the experience every challenge provides. I am excited to continue working with fellow Tasmanian Leaders Program participants on a project to provide real benefits for the community. On a more personal level, if the last few weeks since the final Residential are anything to go by, I am sure I will continue to draw on the Tasmanian Leaders experience in all aspects of life. I have a new network of people with such varied experiences to draw from and I am looking forward to seeing what we all achieve in the future.



I am more comfortable with myself and confident in my ability. I am a stronger person and proud of what I achieved throughout the program."





I now have a greater sense of what it means to be a Tasmanian. I feel that I'm better positioned to confront challenges head on and to embrace complexity along with uncertainty."



## Spencer GIBBS

Operations Manager

#### CRADLE COAST AUTHORITY

On entry into program: Productive Landscape Coordinator, Cradle Coast Authority

Originally from the UK, Spencer has a diverse background having studied naval architecture at the University of NSW in Sydney before following his passion for travel and embarking on a career in the tourism industry. During this time, valuable experience was gained in working with all sectors of the community as well as working with and managing in a team environment. With travel came an appreciation for nature and the fragilities surrounding our interaction with it, particularly on moving to Tasmania in 2002. Consequently, Spencer has redirected his career to environmental management and currently manages the natural resource management team within the Cradle Coast Authority, delivering environmental education and on-ground support programs for the community of North West Tasmania.

Walking into that first Residential all those months ago I really did not know what to expect from the Tasmanian Leaders Program. Somewhat selfishly I hoped to gain a better appreciation of who I am as a person, to highlight shortcomings and to acquire tools in which to be able to develop as a leader. This I largely achieved over the course of the year, but what I actually got was a real eye opener. Tasmania is so much more than I ever imagined; complex and challenged yet resilient and resourceful. A credit to its people. I feel privileged to have been given the opportunity to meet with and learn from such an array of passionate, astute and articulate individuals, from all walks of life, that are so invested in our island state. This experience leaves me more fulfilled as a person and better equipped for the future.

I now have a greater sense of what it means to be a Tasmanian. I feel that I'm better positioned to confront challenges head on and to embrace complexity along with uncertainty. I aim to be more proactive in creating opportunities to truly contribute to a positive future for those around me, both professionally and personally. More than ever I value the love and support of my family—my wife and two beautiful daughters—who provide the inspiration for me to be the best person that I can be.

# Geraldine HAYES

Superintendent

#### DEPARTMENT OF JUSTICE

Geraldine has been employed by the Department of Justice for sixteen years, commencing as a Correctional Officer and working her way through to a Superintendent of the Launceston Reception Prison. Geraldine is the second highest ranked uniform officer in the state of Tasmania. Working in an isolated area from the majority of the prisons has thrown up a number of unique challenges and hurdles to overcome, but has allowed for growth and career development. A post-graduate certificate in Criminology from the University of Tasmania and working in the industry has allowed for a well-rounded understanding of justice within the Tasmanian community and what is needed to support both employees and return offenders back in to the community. Geraldine has a passion for decency among all people and a passion to reconnect youth with strong role models.

The experience of the TLP was not what I expected. I was looking for tools to manage and what I have gained is the understanding of the role of a leader. A highlight for me was understanding that I could operate in a space filled with other amazing people. I have an understanding of myself and what I need to achieve to the highest possible level for me. The TLP experience has been an awakening and understanding that you need to be a risk taker to achieve. The message was very clear – 'strive ahead and work through barriers and hurdles'.

The TLP program has given me the confidence to take on new challenges no matter how difficult they appear. Having learnt to embrace confusion I will now exercise better leadership and make long overdue changes in my workplace. I have always wanted to leave a legacy, but now I have a clear path on how to achieve this. I will no longer sit by and complain about what I believe is unfair. I have a responsibility to take action and not accept what is unfair. TLP has given me the connections and opened me up to many concepts and views that I did not previously understand, and for that I am grateful. It is now up to me to move ahead.







I have always wanted to leave a legacy, but now I have a clear path on how to achieve this."





I honestly had no idea Tasmania was so rich with entrepreneurs and innovators. Over the course of the program, I have been given front row seats and real life access to genuine leadership champions."

### Sean HOLLICK

Political Advisor

OFFICE OF THE HON, ELISE ARCHER MP

On entry into program: Team Leader, Department of Justice

Sean graduated from the University of Tasmania before working in the criminal justice system in Tasmania in various roles including as a Probation Officer and Team Leader with the Department of Justice. In recent years Sean has entered the political field and is currently an Adviser to the Hon. Elise Archer MP. Sean has previously worked on the staff of the Hon. Vanessa Goodwin MLC and the Hon. Guy Barnett MP. Sean provides high level political and policy advice to the Minister, and plans and co-ordinates strategies, solutions or approaches to deal with issues and emerging problems.

The Tasmanian Leaders Program has been a professional eye opener. Having worked within government since leaving university, I was desperate to better understand private business and enterprise—and TLP did not disappoint me. I honestly had no idea Tasmania was so rich with entrepreneurs and innovators. Over the course of the program, I have been given front row seats and real life access to genuine leadership champions. This access to individuals from different walks of life, who have all exercised influence in different ways to create positive change, has inspired me to be more resourceful and creative in my own profession, and compelled me to be a more active and committed leader in my local community.

The TLP experience has provided me with practical tools and techniques to solve complex problems and exposed me to activities to better understand myself and how I impact others. My challenge now is to continue this leadership journey, and I look forward to continuing to work on the Learning Set project with this in mind. I will certainly stay involved with TLP and really hope to use my experience to motivate and inspire others to pursue their own personal and professional goals. Ultimately TLP has affirmed my strong desire to contribute more meaningfully to Tasmania's future.



### Jason LICHT

Associate/Architect

#### **CUMULUS STUDIO ARCHITECTURE & DESIGN**

Jason is an Architect and Associate at Cumulus Studio Architecture & Design, an award winning practice with offices in Hobart, Launceston and Melbourne. Cumulus is involved in projects such as the Cradle Mountain masterplan, Franklin Evaporator Hotels, Pumphouse Point and Devil's Corner. Jason currently holds the position of President of Emerging Architects Tasmania and is also the Vice President of the Tasmanian Chapter of the Institute of Architects. Jason was selected for the Rotary Vocational Exchange to Italy in 2013 which had an emphasis on the tourism industry and has just been announced 2017's TICT-Skal Club of Hobart, Tasmanian Tourism Future Leaders' Scholarship recipient. Jason is passionate about Tasmania's future and more specifically, the power and influence that Tasmania's tourism industry holds. Jason believes in the importance of active participation within the architectural and broader communities by listening, observing and mentoring in order to amplify the opportunity for new ideas and to ensure a good understanding of our industries and their position within society.

My expectation going into the program was that I was going to be and wanted to be challenged, which I was. However, the challenges were unexpected. I had my leadership skills tested and my weaknesses exposed and at times I doubted my ability to be the leader I thought I was or wanted to become. But this was all part of the process. The program made me familiar with my triggers and helped me build strengths around those triggers. Throughout the twelve months the program unpacked and then reconstructed me. It taught me to put more trust in others and further emphasised the importance of diversity within collaboration. The program has built and fostered my relationships with friends, family and colleagues by highlighting the importance of open and transparent communication. The overarching impact the program has had on me simply put is one of maturity, on multiple levels, and that I am now more comfortable

The Tasmanian Leaders Program has enabled me to grasp a deeper understanding of my strengths and highlighted how they can be implemented which consequently has seen my confidence grow. The combination of strength identification and gaining a deeper understanding of Tasmania's social, environmental, economic and political challenges and opportunities has given me a greater understanding of how I am able to influence Tasmania's future and makes me excited about the future of our state. Being exposed to such an amazing calibre of speakers and passionate and talented participants has heightened my motivation to ensure we consolidate and build upon Tasmania's potential and that we have only reached the tip of the iceberg. I am excited for what is next!



Throughout the twelve months the program unpacked and then reconstructed me. It taught me to put more trust in others and further emphasised the importance of diversity within collaboration."





I cannot imagine there being many opportunities similar to the TLP that allows a group of former strangers to be exposed to such a varied group of inspirational people, confronting topics and mind breaking personal development."

# Kate O'SHANNESSEY

Finance and HR Manager

TASMANET PTY LTD

Born in Tasmania, Kate has spent her career developing her skills and experience through a variety of diverse industries, from metals manufacturing to the cutting edge of the technology sector. Graduating from the University of Tasmania with a Bachelor of Business, Kate is a CPA and a professional member of the Australian Human Resources Institute. Currently she is the Finance and HR Manager for TasmaNet, and a board member of Landcare Tasmania. Kate has a passion for helping people develop the tools they require. She uses her diplomatic and tactful approach to encourage colleagues and friends to question their assumptions. With a strategic mindset, Kate has more recently been part of the Executive Team transforming TasmaNet from a Tasmanian start-up telco to a national digital services provider.

What a year! I cannot imagine there being many opportunities similar to the TLP that allows a group of strangers to be exposed to such a varied group of inspirational people, confronting topics and mind breaking personal development. I have noticed a number of people struggle to eloquently describe the program. I am one of them and believe this is largely due to the immersive nature of the program, and the fact that some of the impacts will not be revealed for years to come. One of the highlights for me would be not only having the opportunity to learn more about myself, but having the opportunity to watch 23 other people break through their own personal barriers ... and probably the 'improv' session.

The Tasmanian Leaders Program has been an effective catalyst for me, helping to identify the areas I would like to focus on in the future. In the short term I have gained some great skills that can assist my current organisation, especially while in such a growth phase, as well as my network. Longer term, who knows? I do not think I have fully comprehended the impact that the program has had yet, and may not for a good while. Regardless, the path forward is likely to be far less straight and narrow than it would have been twelve months ago.



### Margo PEART

Staff Specialist Anaesthetist

TASMANIAN HEALTH SERVICE

Clinical Senior Lecturer

UNIVERSITY OF TASMANIA

Margo is a Specialist Anaesthetist who works with the Tasmanian Health Service — North West Region. She provides perioperative anaesthetic care to patients having surgery at the North West Regional Hospital and the Mersey Community Hospital. Her special interests are teaching (with a focus on the use of simulation) and quality and safety. Margo also has a position as Clinical Senior Lecturer with the University of Tasmania. In this role she teaches undergraduate medical students at the Rural Clinical School in Burnie. Margo is a New Zealander who has made North West Tasmania her adopted home. Her ideal weekend is spent exploring one of Tasmania's wild places on foot, on a mountain bike or in a kayak along with her husband and son.

At our first TLP Residential in Strahan we were asked to write a letter to ourselves, to be held in safekeeping and returned to us at the final Residential at Freycinet Lodge. We were asked to write down the ways we would like to be different by the end of the year. Two things I wrote in my letter were I would like to be able to better contribute to Tasmanian society' and 'I would like to have the knowledge and skills to successfully lead a group of people towards a common goal'. When I opened my letter whilst sitting on the jetty at Freycinet I realised that I had, indeed, come a very long way towards achieving these goals. The TLP has given me a deep insight into Tasmanian culture, governance and current issues as well as a deep insight into my own personality traits and leadership style. I feel like I have been gifted an extensive network of welcoming peers and that I have been adopted as a Tasmanian.

As a result of the program I have developed a much broader view of the notion of 'leadership'. I realise that one does not need a grand title or formal position to be able to lead at work, at home or in the community. Leadership opportunities are everywhere. Lots of wonderful descriptive words can be used to describe a good leader (such as authentic, fair, compassionate, possessing integrity, humility, self-belief and a vision for the future) but essentially for me; leadership is about striving to be my best self. I am very grateful to all the people who have supported me during the year and enabled me to complete the program: my husband and son, the Tasmanian Health Service, the University of Tasmania Rural Clinical School, the colleagues who filled in the gaps in our after-hours roster and my peers and friends of TLP 11. Thank you.



The TLP has given me a deep insight into Tasmanian culture, governance and current issues as well as a deep insight into my own personality traits and leadership style."





opportunity that still exists in Tasmania to be able to influence and lead change and be a player on the field, not just watching from the sidelines."

### Nick PROBERT

State Manager

#### **BEACON FOUNDATION**

Nick is the Tasmanian State Manager at the Beacon Foundation where he manages a passionate team of staff who work with public secondary schools to build connections between industry and education to help young people reach their potential and successfully transition from education to meaningful employment. A proud Tasmanian who has spent equal parts of his life on the North West Coast and in Hobart, Nick has had a diverse career working in science, sport and education. He completed a science degree and subsequently worked to establish environmental flow models in Tasmanian river systems for the Department of Primary Industries before spending a decade working for AFL Tasmania across multiple roles managing Tasmania's elite and community football programs.

I loved the TLP experience and the monthly connection to 23 other different, but equally committed Tasmanians with whom I shared the journey with. I looked forward to this immensely after the first Residential held in Strahan. Each TLP session temporarily pushed the pause button on life, like stepping into another world for a few days each month to look inside and explore and learn. That, coupled with the sheer breadth of experiences that the program provides and the access to Tasmania's very best leaders who donate their time to be present and engage with us really left me feeling deeply motivated to respect the opportunity that TLP provides for its participants. Specifically, to hear Rodney Croome's leadership story at the start of 2017 was a humbling privilege and being from North West Tasmania I was also inspired by the world class advanced manufacturing innovators that we have in that community.

I am excited about the opportunity that still exists in Tasmania to be able to influence and lead change and be a player on the field, not just watching from the sidelines.TLP has sharpened my awareness of my own strengths and with the amazing toolkit that the program provides I feel more confident and aware that alongside 23 other team players I really can make a difference.Thank you to everyone that has supported and encouraged me to participate in TLP in 2017.



### Megan ROZYNSKI

Owner

**CREATIVE HUM** 

Recipient of the 2017 inaugural Start-Up Scholarship

Megan is a TAFE-educated graphic designer and owner of Creative Hum since 2001. This is a small design studio, working closely with clients from local, small businesses, not-for-profit organisations and local and state government, specialising in practical design for print and photography. She also owns a beauty salon offering essential treatments with a small team of dedicated therapists. Both businesses are located in the Hobart CBD. Megan is committed to supporting local business and the Tasmanian community, with strong connections to local suppliers, and employing local people across both businesses. Megan is passionate about the children's health and disability sector - inspired by having a child with a chronic illness - and has been a volunteer Board Member with Ronald McDonald House Charities Hobart and Vic/Tas for five years, with a keen interest in fundraising, design and events for a range of charities. Megan lives with her two beautiful daughters and (very patient) partner, and loves to dance and jazzercise.

As a self employed, micro business owner, I have experienced a very personal, emotional journey through the Tasmanian Leaders Program. I walked away from each session in different ways, from feelings of enrichment to feelings of loss and self-doubt, but now at the end of the year, I can see the change in the way I see things, the way I talk, my knowledge of our unique, Tasmanian community, economic and future challenges as well as being exposed to so many local, innovative leaders in a range of sectors. In particular, the Community Session had the most profound effect on me; helping me gain a deeper perspective on imprisonment, homelessness, and family violence. I was also very surprised how much interest I now have in our economy, politics and social issues, as I have the tools to seek new information and to consider other perspectives in a constructive way. I have come out of the program knowing 'what is really important to me' and have made strong, personal connections.

I have learned to listen, consider and speak up. This will allow me to grow and seek better ways to work, live and lead. There is a big question of 'what next?' hovering over me, and the program has opened my eyes to the opportunities waiting within our wonderful state. I find I am already seeking out more information, asking more questions, asking 'why?' and being brave in asking the harder questions as well as accepting the responsibilities I have chosen. I want to be able to give more back to our community, especially in the social services sector as I have seen how reaching out to a person or a community can change, and in some cases save, lives. I hope I have become a better person, a better parent and a better example for others in small business.



There is a big question of 'what next?' hovering over me, and the program has opened my eyes to the opportunities waiting within our wonderful state."







Nicole is proudly Tasmanian, feeling that the entire island is her home and backyard to explore. Inadvertently, Nicole's career began with a passion for recreation in natural areas; working as a bushwalking guide, while studying science at the University of Tasmania. Casual guiding evolved into management and included the privilege of working alongside an inspirational leader to develop, build and operate a new tourism venture on the North East Coast. Combining her curiosity and care for people with her motivation to ensure the sustainable future of Tasmania's natural and cultural environment, Nicole has enjoyed a diverse career in areas of conservation, tourism, hydro generation and environmental management both in Tasmania and New Zealand. Family and friends are a significant priority in Nicole's life and she values the support offered and gained by sharing the crazy opportunities and challenges with those close to her. Commencing the program based in Hobart with Hydro Tasmania, Nicole is proud to have concluded the year in a leadership position with Tasmania Parks and Wildlife Service, relocating with her husband to the beautiful North West Coast of Tasmania.

### Nicole **SHERRIFF**

Parks and Reserves Manager, West Coast

#### TASMANIAN PARKS AND WILDLIFE SERVICE

On entry into program: Projects and Stakeholder Coordinator, Hydro Tasmania

I embarked on the year with anticipation of the unknown destination, expecting to be challenged and excited at the prospect of learning about the aspects of Tasmania not at all familiar to me. That is pretty much what happened! The first Residential introduced the 'four rooms of change' and consciously or intuitively, the year saw me embrace opportunities to change. I concluded the program with a confidence and self-belief that had been lying just beneath the surface. Perhaps because of the TLP experience, I now have greater appreciation for the benefits that different personalities bring, the relevance of genuine relationships and the value of vulnerability. I was grateful to meet so many speakers who volunteered time to share expertise and experiences. Extending my awareness of the issues and opportunities across our state broadened my world view and flipped my thinking from 'they should do something about it' to 'what can I do to effect the change?'. Connecting with TLPII, a cohort of like-minded and yet very different individuals was a highlight for me.

I am excited about the opportunities ahead of me, both in my career and personal life, and how I can actively contribute to a sustainable future for Tasmania. Through TLP and the experiences shared by the many volunteer speakers, I better understand the relevance of my personal leadership style and I firmly believe I can make a difference to our state, our community and to my workplace. After an incredible year, moving among the four rooms of change, I conclude TLP in the room of 'inspiration'. I believe in myself and trust the innovative approach I bring. Most significantly, I will continue my leadership journey with my eyes wide-open and with motivation to inspire others, as we all have a choice to make a difference personally and professionally.



66 I am excited about the opportunities ahead of me, both in my career and personal life, and how I can actively contribute to a sustainable future for Tasmania."

### Rowan TREBILCO

Marine Ecologist

#### ANTARCTIC CLIMATE & ECOSYSTEMS CRC

Rowan is a marine ecologist with the Antarctic Climate and Ecosystems Cooperative Research Centre (ACE CRC) in Hobart. His current work as an RJL Hawke Fellow with the ACE CRC focuses on improving our understanding of the current status and likely future trends of Southern Ocean ecosystems. One person can not do that alone, so he collaborates extensively with local and international colleagues and supervises several graduate students. Rowan is motivated to use his skills as a scientist, teacher, leader and communicator to help society make informed choices about how to manage marine ecosystems in a changing world. He has a long-standing interest and engagement in the translation of science into decision-making. He was excited to return to Tasmania, his beloved home state, in late 2014 after spending several years overseas completing a PhD in Canada as a Vanier Scholar and a MSc before that as a Rhodes Scholar at Oxford.

For me, the TLP experience has been a journey of learning: learning about myself, about how others see me, and how I can be a more effective leader, and learning about Tasmania. Perhaps most importantly, it has been a journey of learning about how I can use all this to affect positive changes in Tasmania and the world more broadly. I struggle to identify an individual highlight (does an afternoon of mountain biking with one of the other participants after one of the linking sessions count?), and I did not have a striking 'Aha!' turning point moment. But looking back I can see how much I have grown in myself over the course of the program—and as a critical thinker (scientist!), that in itself was unexpected.

Something that was mentioned in the opening weekend that really resonated for me was that, as leaders, our focus can and should be on 'future making' rather than 'future taking'. This really framed the remainder of the program, which gave us a shiny bag of tools to help us do it. In the past, I have grabbed opportunities as they came along, but have not been proactive about making new ones. In both my professional and personal life my focus has shifted to thinking about how to make new opportunities, and how I can work towards making changes that I want to see—especially in contexts where I do not have formal authority. I am not under any illusion that I can change the world on my own, but I am more convinced that what I do as an individual leader can make a difference, and that I have something valuable to offer.



In both my professional and personal life my focus has shifted to thinking about how to make new opportunities, and how I can work toward making changes that I want to see."





a greater confidence in being assertive when required and an ability to stand my ground when challenged."



# Rachel TURNER (NICHOLS)

Human Resources Manager

TASFOODS LTD

On entry into the program: Human Resources Manager, Nichols Poultry Pty Ltd

Recipient of the Tasmanian Women in Agriculture Scholarship

Rachel was appointed to the role of Human Resources Manager for TasFoods Ltd in early 2017 after being employed by subsidiary company, Nichols Poultry Pty Ltd, in various roles since late 2012. During its time as a family owned business prior to the takeover by TasFoods in mid-2016, Rachel's role was primarily in human resources and payroll, but was varied in nature. Being part of a small management team led to a wide range of responsibilities such as financial management, strategic direction and operational roles. Rachel entered tertiary education with a passion for the natural sciences and holds a Bachelor of Business and a Bachelor of Science. Upon graduation and entry into employment, the worth of a business degree was evident. This was furthered through completion of a Graduate Certificate in Professional Accounting in 2015. Rachel has previously held a volunteer position on the board of the Port Sorell Community Bank and has a passion for supporting our local communities through conscious decision making, involvement in local events and furthering the arts.

TLP 2017 came at a time of great change and challenge and has given me the confidence and tools to grow personally and professionally through pushing me past my comfort zone and exposing me to a range of incredible people. The participants and world class speakers throughout the year have all offered valuable lessons, challenged my thinking and educated me in important issues affecting the state in which we live. I have had many conversations throughout the year about TLP, but also about Tasmania, and as the year progressed, the positive impact that TLP was having on me became increasingly apparent. I have felt more confident and comfortable contributing meaningfully to discussions and being challenged. I now understand more about factors that guide people's actions, behaviours and motivations through our work in the Myers Briggs Type Indicator sessions, allowing reflection on my individual strengths and areas for growth.

After TLP I have discovered a greater confidence in being assertive when required and an ability to stand my ground when challenged. I am able to acknowledge when I need to use a different leadership style and feel I am able to take steps towards adapting to situations where this might be required. I entered the program hoping to deepen my understanding of the complex issues that will have an impact on our state in the years to come, and I hope to be able to share my learnings to benefit my community through taking opportunities where I can and creating them where possible.

### Mark WILD

Director Corporate Services

#### CANCER COUNCILTASMANIA

Recipient of the Tasmanian Leaders Not-for-profit Scholarship

Mark graduated from the University of Tasmania with a Bachelor of Commerce in 1992. For the past two years Mark has been working as the Director of Corporate Services with Cancer Council Tasmania. Mark began his career in a sales and marketing role for a small Tasmanian exporting company. Managing and operating a global network of seventeen distributors, Mark developed his management and leadership talents across a diverse range of cultures. From sales and marketing Mark made a switch into general management where he was responsible for Malaysian and Indian based manufacturing facilities and a European based sales office. Mark has a passion for Tasmania and a keen interest in innovation, continuous improvement and business excellence. In 2017 Mark made the switch to the not-forprofit sector where his skills and talents could be employed to benefit others and the Tasmanian community more broadly.

The TLP experience for me has been an extremely challenging yet truly worthwhile one. Entering the program with some trepidation, from the very first Residential in Strahan I knew the experience was going to be as rewarding as I had hoped. What I have managed to gain from TLP is a better understanding of myself as a leader and how leaders interact effectively with their teams, their peers and the community as a whole. The opportunity to hear from an amazingly intelligent and inspiring group of experts has been exceptionally valuable. With a background in Tasmanian industry, I have a passionate belief that Tasmania can take on the world and this belief was only reinforced during my TLP journey. To be a part of this amazingly talented group of 24 was both humbling and inspirational and I strongly feel that the future of Tasmania is in good hands given the calibre of participants in the 2017 Tasmanian Leaders Program.

Having worked in management for over twenty years, the TLP in many respects is the start of my leadership journey. As a leader I have learned that the future lies in our hands; to truly make a difference is up to us. TLP has taught me that to make an 'impact' on the community one needs passion, commitment, drive and the confidence to take a risk. Whilst my formal TLP journey is coming to a close I believe I have gained the knowledge and confidence to truly make a difference to the Tasmanian community. Change is driven by passion and TLP has given me this passion that will enable me to affect change within my community. The program has taught me more about who I am, what I value and how I can have an impact. I sincerely thank TLP for this gift.



The program has taught me more about who I am, what I value and how I can have an impact."







The Tasmanian Leaders Program has been a fantastic experience for me professionally."



### Michael WOODWARD

Director

NATIONAL CENTRE MARITIME ENGINEERING AND HYDRODYNAMICS, UNIVERSITY OF TASMANIA

Michael is a naval architect and career academic. He moved to Tasmania in 2016 to take up the role Director, National Centre Maritime Engineering and Hydrodynamics, at the Australian Maritime College, University of Tasmania. Michael spent the twenty years prior to his move to Tasmania at Newcastle University in the UK; at the beginning studying for his Masters and then Ph.D. and later as an academic. Michael is Associate Professor Marine Engineering, a Chartered Professional Engineer, an Engineering Executive with Engineers Australia and a Fellow of the Royal Institution of Naval Architects.

The Tasmanian Leaders Program has been a fantastic experience for me professionally, to develop new skills and understanding of my role. In addition, as a newcomer to Australia it has provided me an excellent grounding in the 'Tasmanian way of being'. It has helped me develop a knowledge and understanding of the social, political, environmental and business characteristics of the island. Moreover, and most of all, it has provided me with the opportunity to meet wonderful people, both those within and those supporting the Tasmania Leaders Program. The wisdom, friendship and collegial support, so generously shared with me by those I have met has carried me forward, and continues to, as I learn how to walk my own leadership journey.

- Learning to listen to and hear what is important to others
- Discovering my own blind spots and understanding I have other blind spots that are not yet visible to me.
- Exploring what is important to me, and recognizing that different things may be more important to others than they are to me.
- Empowering others and striving to create an environment in which others can thrive.
- Understanding that to be capable of looking after others I have first to make sure I look after myself.
- Knowing that to lead means to have others choose to follow, and as such my role is in-service to others.

These, among many other learning 'awakenings' that I have chosen to embrace through my journey with the Tasmanian Leaders Program, lead me to the awareness that the only person I can truly influence for change is myself.

### Tom WOOLLEY

Chief Operating Officer

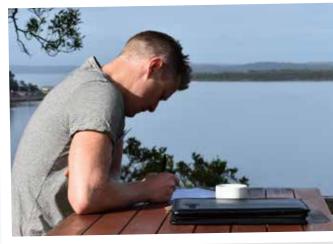
TASFOODS LTD

Tom was born and raised in Launceston before moving to Melbourne after high school. He spent eighteen years studying and working in Melbourne, Sydney and overseas. His most recent role prior to TasFoods was eight years as a Director at Ironbridge Capital, an Australian private equity company focused on growth investment. Tom always retained his love of Tasmania and returned in 2014 with his young family to enjoy and share all that his island home had to offer. He is an avid bushwalker and loves the outdoors. Tom was actively involved in the development and establishment of TasFoods in September 2015. TasFoods is an ASX listed entity that is focused on premium branded food opportunities. At TasFoods Tom has worked on capital raisings, business development and he currently oversees the agricultural divisions of the business and the fresh wasabi operations.

I was looking for an opportunity to develop my leadership skills and increase my engagement with the broader Tasmanian community. The journey over the TLP year delivered this and so much more. It was a privilege to listen to and interact with so many amazing community and business leaders, experts and visionaries. Each speaker has impacted me differently and at times it was confronting. The many personal stories heard have had a profound impact on me and will stay with me for my entire life. On a personal level the program has helped me understand what my leadership style is, understand how I interact and affect others as well as making me aware of my blind spots.

Having recently returned to Tasmania it felt like the program came along at the perfect time for me.TLP has opened my eyes to the many opportunities, challenges and critical issues Tasmania has. I have insights into the world around me and myself that I would not have thought possible twelve months ago. The program has left me with a new and extensive network to draw on and be inspired by. TasFoods has benefited from the many skills that I have learned. I have been able to apply them immediately as well as pass on some of the learnings to the team. The benefits of both being present in the moment and getting up on the balcony is now part of my daily life. TLP has inspired me. I look forward to using my TLP experience to influence positive change in Tasmania alongside my new TLP I I friends.





TLP has opened my eyes to the many opportunities, challenges and critical issues Tasmania has. I have insights into the world around me and myself that I could not have thought possible twelve months ago."

# LEARNING SET PROJECTS





# COMMUNITY ENERGY EFFICIENCY PROJECT

**Learning Set Members:** Kristy Brown, Adrian Daniels, Nick Dwyer, Benita Fordham, Kate O'Shannessey and Nick Probert.

**Project Vision:** The Community Energy Efficiency Project aims to significantly reduce the amount that Bethlehem House spends on electricity annually. Additional benefits associated with this project are the reduction in carbon footprint, plus associated reputational benefits for Bethlehem House gained by promoting sustainable and energy efficient alternatives. The project aims to be a pilot that will potentially see development of a sustainable model for broader application within Tasmania.

**Project Update:** The project team has identified the Community Energy Efficiency Project for Bethlehem House as a prime opportunity to apply modern sustainability energy technologies to an organisation that is currently contributing outstanding services to our community. The project aims to reduce ongoing operational costs for the organisation, allowing them to have a greater impact with the limited funding Bethlehem House currently operates on.

The Community Energy Efficiency Project team approached the Bethlehem House CEO, who was very excited about the potential opportunities it will create, and researched the concept to ensure outcomes were feasible. This was done by engaging with the Executive Officer of Tasmanian Renewable Energy Alliance Inc. and potential project sponsors.

The project business case has been endorsed by the Tasmanian Leaders Board and the project team is now looking forward to making a positive contribution to services provided to vulnerable citizens of the Tasmanian community.

#### S.E.A.T.

**Learning Set Members:** Maree Bennett, Lucy Blake, Geraldine Hayes, Jason Licht, Megan Rozynski and Mark Wild.

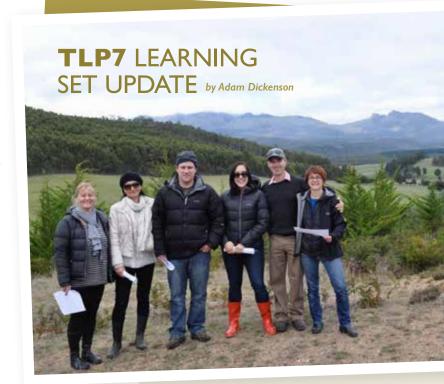
**Project Vision:** A sitting space, connected to place to raise community awareness of mental health.

- S settle, sit, sparkle, speak, social, still, support
- E engage, energise, enjoy, embrace, entice, endear, express
- awareness, admire, appreciate, allure, absorb, appeal, activate, accept, affirm
- T talk, treasure, time, therapy, think

**Project Update:** It was clear from the moment the Learning Set came together that they showed a passion for mental health. This project aims to bridge the disconnect between the community and the government response to mental wellness. It also aims to set an example of the role we can all play in making our state great for all Tasmanians, ultimately creating awareness of mental health and wellbeing.

The S.E.A.T. will be situated in an open, community space as a permanent reminder to take a moment to think about your mental wellness, to check in with others, and to reflect, breathe, smile, and share this message with others.

We are seeking input from the community, designers, peak bodies and all levels of government to create a memorable, replicatable, carefully considered and designed place to sit that creates awareness of mental health and wellbeing. After this period of consultation the Learning Set will seek funding, to complete the S.E.A.T. project during 2018.





# CHAMPIONING GENDER EQUITY THROUGH EDUCATION IN THE TASMANIAN SCHOOL CURRICULUM

**Learning Set Members:** Damien Arkley, Justine Brooks-Bedelph, Kirby Dillon, Rachel Turner (Nichols), Rowan Trebilco and Michael Woodward.

**Project Vision:** An education system that supports students in understanding the importance of equality and empowers them to contribute to a society of greater equality for the benefit of future generations.

**Project Update:** This group was drawn to the topic of education as a key factor in providing our state with a solid base to allow progression and innovation as well as social inclusion. The team agreed that our collective interest in gender equity (our Linking Session topic) would work well, as through education we may work together to decrease gender inequity.

Based on the firm belief that issues of equity and access are crucial to the development of students and to provide the environment in which all people are able to contribute effectively. This project aims to work with existing structures within the Department of Education in order to include gender equity into areas of the curriculum which currently include discrimination along with prejudice. This will be supported by targeted lesson plans for optional use by teachers within their classrooms. The Learning Set will work with multiple stakeholders, including the University of Tasmania, government and teachers to achieve our goal.

**Members:** Danielle Campbell, Adam Dickenson, Sakura Franz, Rikki Mawad, Susan Moore and Brad Turner.

With one farmer, one apiarist and four very enthusiastic foodies in our Learning Set it was no surprise that we chose 'food' as the theme for our Linking Session, more specifically 'Food Production in Tasmania – Boutique or Bowl?'

This then led us into our project for which we identified the need for a new agricultural organisation in Tasmania. One specifically for those aged between 18 to 35 years seeking professional development and networking opportunities within the Tasmanian agricultural sector.

After conducting in depth market research we presented a business case demonstrating the benefits that the proposed organisation would provide for our state.

After completion of the program this proposal was kept alive by Shona Beswick and Doris Bleasing and taken up by some of their young associates at the agricultural consultancy firm RMCG, Rural Youth, Tasmanian Women in Agriculture and the broader industry.

In mid 2016 the Young Agricultural Professionals Network was launched and is going from strength to strength. For more information please visit the website: yapn.com.au.

The Learning Set I would like to thank Shona Beswick, Doris Bleasing, Emma Egan of RMCG and Ashleigh Hobbins of Rural Youth, and Anthea Pritchard for their mentorship and support



### SUPPORTING IMPACT 100 THROUGH APPLICANT COACHING

**Learning Set Members:** Phillip Boxall, Spencer Gibbs, Sean Hollick, Margo Peart, Nicole Sherriff and Tom Woolley.

**Project Vision:** To assist applicants seeking grants from IMPACT100 to improve the quality of their applications and presentations. Improving the quality of applications will enhance the chance of success and leave the remaining applicants better placed to benefit from further opportunities to implement their proposals.

IMPACT100 Tasmania are a team of passionate and motivated Tasmanians who want to make a difference to the state they love by providing funding opportunities to the less fortunate in the hope of creating the place we want Tasmania to be. Their vision is for a more giving Tasmania and to change lives.

**Project Update:** The international IMPACT100 funding concept was designed to remove traditional barriers to donating by providing an interactive experience for the donor, an experience so compelling that the outcome would forever change lives. The removal of such traditional barriers is achieved by 100 (or more) people and organisations each donating \$1,000 to raise a minimum of \$100,000 annually. The funds are then granted to one charitable organisation, as chosen by the IMPACT100 members, to create a significant and measurable impact to people's lives as proposed by the successful charity.

The objectives of this project are to provide advice and mentoring to IMPACT100 applicants so that applications are considered, constructed and documented in the best possible manner to enhance their chance of success in gaining \$100,000, and if not successful, to leave the applicant in a solid position to benefit from further opportunities to seek funding and/or work towards implementing their proposal.

Learning Set members will work with shortlisted IMACT100 applicants, offering advice on how to research, plan and prepare a project and funding proposal that clearly outlines goals and deliverables.

# EMPLOYER TESTIMONIALS

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



Being involved with the Tasmanian Leaders Program has been a rewarding outcome for Mark Wild and Cancer Council Tasmania. The program provided Mark opportunities to be exposed to a range of businesses and people in all sectors and hear of their challenges, learnings and successes. These experiences have broadened his knowledge and leadership attributes and expanded on the skills that he already possessed. The flow on to the organisation through his contributions, lateral thinking and his leadership has been wonderful. All of us at Cancer Council Tasmania have benefited from the outcomes of Mark's involvement in the program.

#### PENNY EGAN

Chief Executive Officer Cancer Council Tasmania



Jason Licht commenced with Cumulus Studio in 2014 and since that time has shown himself to be a trusted and competent member of our team. He became an associate in 2016. After my own experience in 2015 as a TLP participant, my organisation believed Jason would be an excellent candidate to undertake the program to further progress not only as a valuable member of our team but also as an active member of the Tasmanian community.

It has been a pleasure seeing Jason's growth during the year, and our organisation has been the beneficiary of a more confident leader from both a professional and personal perspective. He is now actively involved in strategic operations and possesses the tools and methods to respond to a wide range of situations.

Though discussions with Jason during the year it is clear that it has been an excellent learning and networking opportunity as well as being one of self awareness. Through unique learning experiences and access to other leaders he has obtained an acute understanding of his strengths and weaknesses and not only understands how this can impact his leadership style but also how he can now positively respond to this.

Through Jason's deeper understanding of the challenges and opportunities facing Tasmania, we are now not only looking forward to experiencing his further contribution to Cumulus Studio but also what impact he will have within our great state.

#### **TODD HENDERSON**

Director Cumulus Studio Architecture



TasFoods has a strong belief in investing in our people at all levels of our organisation including the professional development of our senior management. The strategic and leadership skills that Tom Woolley (TasFoods) and Rachel Nichols (Nichols Poultry) have developed from the program have greatly benefited our company.

For our business to succeed we need to be able to interact with many different parts of the Tasmanian community; from the local communities in which businesses operate, right through to the government.

Having an understanding of the challenges, issues and opportunities of the Tasmanian business, political and social communities as well as an extensive network throughout the state is an invaluable addition to our organisation. Tom and Rachel have been exposed to aspects of our society outside of their everyday work environment, which is really important for us as a business, as it provides a more rounded understanding of the environment we work in—not just the parts we touch on a daily basis. That in itself opens everybody up to new ways of doing business, new opportunities and we are more open to challenging the status quo.

#### JANE BENNETT

CEO & Managing Director TasFoods Limited



Adrian Daniels is the Health, Safety and Environment Leader for TasNetworks. Before attending the Tasmanian Leaders Program, it was clear that Adrian's core leadership skills were his ability to engage with stakeholders, collaborate effectively, his care for his team and others and his inherent enthusiasm and passion for whatever he does.

Since attending Tasmanian Leaders, Adrian has not only grown in self confidence but has also increased his self-awareness to better understand how his natural styles may be interpreted by others. Additionally, Adrian has brought back a range of tools to the business from project planning tools we've used in our initiative planning for the year to self-assessment tools we've utilised in a leadership program Adrian has been facilitating.

Finally, Adrian has established a great network of peers whose breadth of experience, diversity and shared trust has helped deepen the level of learning. I'm sure this network will help them to continue to embed the learning from the Tasmanian Leaders Program and support their continued growth.

#### **CHRIS ARNOLD**

Health, Safety, Environment & Technical Competence Group Leader Tasmanian Networks Pty Ltd



Geraldine Hayes is a highly motivated individual, she has an extensive understanding of her role within the complex and challenging environment that she works in. Further to this, Geraldine recognises the work of her staff and colleagues around her and the vital role that she plays in providing leadership, direction, support, encouragement and advice in a calm and consistent manner. Her strengths are her honesty, open and transparent approach and the ability to engage effectively with all irrespective of the group or individuals and the challenges presented. These skills allow her to quickly understand the issues or challenges and work collaboratively. Her development within the Tasmanian Prison

Service and steady rise to a Senior Operational Manager is testament to the qualities and skills I have referred to earlier. These coupled with her approach to readily accepting where development opportunities exist for her professionally, taking opportunities when they arise to learn, develop and contribute to real achievements evidence her growing skills and abilities within TPS and Justice. Geraldine's time spent with Tasmanian Leaders can only further enhance her abilities, leadership qualities and that constant desire to succeed and achieve.

#### **IAN THOMAS**

Director of Prisons Designate Department of Justice Tasmania



# 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 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 **JOHN PITT** ANTHEA PRITCHARD PETER RATHIEN MARTIN REES **HEATHER ROSE** KIM SEAGRAM KATHRYNTHOMAS **MARKTHOMAS IUDY TIERNEY** ALBERT VAN ZETTEN MIKE VERTIGAN AC **JONATHAN WEST** MALCOLM WHITE

DON WING AM



## THANK YOU

Tasmanian Leaders wish to thank the following organisations and individuals for their work and support in 2017.

## EMPLOYER SPONSORS

Antarctic Climate and Ecosystems CRC Australian Antarctic Division Australian Maritime College Beacon Foundation Cancer Council Tasmania Cradle Coast Authority (Cradle Coast NRM) Creative Hum Cumulus Studio Architects Department of Justice George Town Council Hydro Tasmania Metro Tasmania Pty Ltd Myriad Research Nichols Poultry Pty Ltd pitt&sherry

Tasmanet
Tasmanian Health Service
Tasmanian Women in Agriculture
TasNetworks
University of Tasmania
Vantage Group

Relationships Australia Tasmania

Private donor

TasFoods Ltd

Red Cross

#### TASMANIAN LEADERS ALUMNI SUB-COMMITTEE

REBECCA GREENWOOD – Chair VANI WELLING – Deputy Chair CHRISTOPHER RAYNER – Congress Co-convener ALICE PERCY – Secretary LOLA COWLE MIKETHOMPSON PRUE HORNE

#### Until July 2017

RUTH FORREST MLC

- Chair, Congress Co-convener

DANIELLE KIDD

- Congress Co-convener

ANDREW KIDD

ADAM CLAVELL

JULIA CURTIS

# TEN YEAR ANNIVERSARY BOOK CONTRIBUTORS

Editor and Chief Writer POLLY McGEE

Graphic Design MONICA PLUNKETT at Halibut Creative

Contributors
ANDY VAN EMMERIK
MICHELLE SWALLOW

Proof Readers SAKURA FRANZ REBECCA GREENWOOD

## PARTICIPANT SELECTION

MELANIE BARTLETT
GILLIAN BISCOE AM
BOB CAMPBELL
ADAM CLAVELL
ANGELA DRIVER
NICK HADDOW
SAM IBBOTT
ANDREW PITT
FRANCES PRATT
ANTHEA PRITCHARD
DON THOMSON AM
MALCOLM WHITE
STEVE WILLING

#### TLP 2017 VOLUNTEER EXECUTIVE COACHES

ROS CARDINAL STEVE WILLING

Also special thanks to those who contributed photography including Phillip Biggs and Angela Driver.

Graphic design by Kelly Eijdenberg at Poco People.



# TASMANIAN LEADERS BOARD MEMBERS



# MS GINNA WEBSTER CHAIR AND PUBLIC OFFICER

Ginna was recently appointed the Deputy Secretary – Children and Youth Services in the Department of Health and Human

Services. Prior to this Ginna spent fifteen years in the Tasmanian Department of Justice, including three years as Deputy Secretary – Administration of Justice, Department of Justice. Prior to this she had roles as the Director, Community Corrections, and Organisation Development, Tasmania Prison Service. From 1984 to 2002 Ginna worked for the Australian Customs Service 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. Ginna has recently stepped down as Chair of Li-Ve Tasmania but has taken up a position on the Jane Franklin Hall Council. Ginna is a graduate of the 2008 Tasmanian Leaders Program and is a past Chair of the Tasmanian Leaders Alumni Sub-committee.



#### MR JOHN PERRY DEPUTY CHAIR

In early 2015, John commenced as the inaugural Tasmanian Coordinator General, with his office being responsible for attracting investment, facilitating major projects and

reducing the regulatory burden for business in the state. Before taking on this role, John was based in New York and was the Commercial Lead for the Atlantic Joint Business between American Airlines, British Airways, Iberia and Finnair. Prior to New York, John managed Europe Business Planning for American Airlines based in London, having joined the airline on their fast track leadership program following completion of his MBA at the University of Cambridge in 2009. Before his Masters, John was Head of Innovation and Enterprise for one of London's largest universities, where he and his team facilitated and developed the University's commercial activity. Prior to that career transition, he was a senior corporate transactions lawyer with a 'top-10' London-headquartered international law firm having earlier been a partner with a large Australasian firm. John co-founded and was the inaugural Chair of Tasmanian Leaders for eight years before stepping back a little in 2014 and becoming the Deputy-Chair. John is Chair of Enterprize Tasmania Limited, a charity established in 2016 to operate innovation hubs and build the startup eco-system in the state.



### MR ROB WOOLLEY TREASURER

Rob is an investor with a focus on Tasmania and the food industry. Until recently Rob was Chair of two publicly listed companies: Bellamy's Australia Ltd, an organic baby food company, and

TasFoods Ltd, a branded food company—both based in Launceston. Following a merger with Webster Limited during 2015, Rob retired as the Chair of Tandou Ltd. Tandou was a publicly listed, water investment and agri-business based on the Murray Darling river system. Other previous roles include non-executive director of Forestry Tasmania, a Tasmanian government business enterprise; founding Chair of Freycinet Coast Financial Services Ltd, a community bank on the east coast of Tasmania; Chair of the Tasmanian Forests and Forest Industry Council; Managing Director of Webster's Ltd a listed agri and horticultural company, and a partner in Deloitte.



#### **MR KIM EVANS**

Kim was appointed Secretary of the Department of State Growth in September 2014. Since April of that year, Kim had responsibility for establishing the new department, which

includes the functions of the former Departments of Infrastructure, Energy and Resources and Economic Development, Tourism and the Arts, together with Skills 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 over twenty years of experience around the management of Tasmania's primary industries and natural resources. Kim has and currently represents the 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. He is also the Chief Executive and a director of the Tasmanian Development Board and 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 currently a member of the Australian Institute of Company Directors.



#### MS GILLIAN BISCOE AM

Gillian is a founding Board member and for the first ten TLPs she and Brian Lewis, also a founding Board member, co-designed and co-facilitated the Residential component of

the program. Gillian was awarded an Order of Australia (AM) in 2016, 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 where she was a W. K. Kellogg Fellow. Gillian is the Executive Director of the Bellettes Bay Company Pty Ltd, a boutique consulting firm which works locally, nationally, regionally and globally on policy, strategy, governance, leadership, management, organisation development and change, along with executive coaching. Gillian has been the head of several government departments and held other CEO positions.



#### **MS BESS CLARK**

Bess is General Manager, Interconnector Assessment at TasNetworks – Tasmania's combined electricity transmission, distribution and telecommunications network business, delivering power to

Tasmanian customers and the national electricity market. Previously Bess was General Manager Strategy and Stakeholder Relations and held leadership roles at Transend, Tasmania's former transmission business. Bess started her professional career at Sydney Water, where she worked in a diverse range of areas including urban and regional planning, the 2000 Olympics, and on secondment to the Office of the Minister for Planning, Bess holds a Bachelor of Commerce and a Graduate Diploma in Urban and Regional Planning, and is a graduate member of the Australian Institute of Company Directors. She is an active member of many professional associations and the Rotary Club of Hobart. Bess is also part of a tight knit partnership with the important role of raising two high spirited children.



#### MS RUTH FORREST MLC (FEB – AUG 2017)

Ruth was elected to the Legislative Council of Tasmania as the Independent Member for Murchison in 2005, representing a rural, remote electorate

in NW/W Tasmania. She is a member of various Parliamentary standing and sessional committees and has served on a number of Select Committees. Ruth has a background in nursing and midwifery. Ruth is a Graduate of the Australian Institute of Company Directors. She completed a Graduate Certificate of Business in 2013.



#### MS REBECCA GREENWOOD (AUG 2017 – PRESENT)

Rebecca is Chair of the Tasmanian Leaders Alumni Sub-committee and was previously Deputy Chair and Congress Convenor. She has held non-

executive director roles as Chair of Big Monkey Theatre Inc. and Treasurer of Contemporary Art Services Tasmania Inc. and served on the Arts and Building Subcommittees at Salamanca Arts Centre. She is currently President of the Tasmanian Chapter of the Australian Institute of Project Management and a judge for the national Project Management Achievement Awards, most recently in the engineering/construction category. Rebecca is a certified project manager with a Masters' of Arts and Entertainment Management from Deakin University, and won Deakin's Race Mathews Award for top graduand. As a senior manager in the Tasmanian state service, Rebecca served on the COAG national Small Business Officials Group, ABN/BN Steering Committee, and Business Online Services Steering Committee. She authored the Tasmanian Government's Red Tape Action Plan 2013-16 and served on the Business Tasmania Online Steering Committee and Working Group. Business Tasmania Online went on to win an ICT Project Management Achievement Award in 2013. She is a member of the Australian Institute of Company Directors.



#### MR GREG McCANN

Greg was appointed to the Board of Tasmanian Leaders Inc in 2016 and has a long-term financial management and technology background. Greg grew up and was educated in Tasmania and after graduating from

the University of Tasmania worked in public practice as an accountant in Launceston for ten years. Early in his career he joined Deloitte, where he was a partner for 24 years and held a number of senior leadership roles including Managing Partner Papua New Guinea, Managing Partner Queensland, Managing Partner NSW, and Managing Director for Deloitte Consulting/ICS in Australia and several international roles, In 2004 he founded the Excentor Group of Companies, a Sydney based independent software and professional services provider that employs over 1200 people. Greg has extensive corporate financial experience, including as Chair of ASX and NASDAQ listed companies. He also sat on the board of an eastern seaboard law firm for ten years and is the former chairman of NBN Tasmania Limited. Greg is a fellow of the Institute of Chartered Accountants in Australia and a Fellow of the Australian Institute of Company Directors.

### TASMANIAN LEADERS ALUMNI SUB-COMMITTEE UPDATE

As Chair of the Tasmanian Leaders Alumni Sub-committee, and on behalf of all Alumni, I warmly welcome the 2017 graduates to the Tasmanian Leaders Alumni family. We look forward to getting to know you and continuing the TLP journey together. You should be proud of your personal and professional growth over the past twelve months. We bond through the unique shared experience of Tasmanian Leaders, not just with our own year group but with everyone who has participated in the program since its inception. Along the way we meet many incredible people: high-calibre and impressive volunteer presenters and champions who share their leadership stories and expertise, ably supported by the Tasmanian Leaders Board and staff.

The 2017 Tasmanian Leaders Program has provided participants with many inspiring and challenging experiences, including three Residentials led by our new program facilitators Bob Campbell and Lynda Jones. On behalf of all Alumni, I thank Bob and Lynda for their generous volunteer service, which forms the heart of the program, and congratulate them on completing their very successful first year. We look forward to their ongoing involvement as the program continues to evolve and grow.

This is not the end but the beginning, as you continue your lifelong Tasmanian Leaders journey and contribute to the future of Tasmania, in big and small ways. Together we make a difference. As part of our growing Alumni network, 2017 graduates have the tools and support to be the best they can be, and work together with others to make Tasmania the best it can be

The Tasmanian Leaders Alumni was formally established after the first program in 2007. The Alumni exists to sustain and grow the enrichment of graduates and be a strong and supportive network for our continuing learning, collaboration and enterprise.

I would like to thank a number of Alumni for their service in creating so many great opportunities for professional and personal development and networking throughout 2017. In particular the Alumni Sub-committee Vice-Chair, Vani Welling, Secretary, Alice Percy, Congress Convenor, Chris Rayner, Member Liaison, Mike Thomson, and Lola Cowle and Prue Horne. I acknowledge and thank Sub-committee members who finished their terms in August 2017: Ruth Forrest finished her term as Chair, having guided improvements to our governance and membership arrangements and been a role model and mentor to committee members. Sharing the role of Congress Convenor with Chris Rayner, Ruth was instrumental in making this year's Alumni Congress a wonderful experience and an outstanding success. Danielle Kidd played a key role organising TLA Congress 2017 and Andrew Kidd, along with everyone on the committee worked hard to facilitate the 2017 Alumni program of activity.

Retiring Sub-committee member, Julia Curtis, was the driving force behind the Alumni Change Maker Scholarship – encouraging all of us to pay it forward to enable a participant without employer support to afford the program. The diversity of participants and presenters is key to the long term success and impacts of the program, and enhances the experience, providing a unique platform for profound reflection, robust debate and critical thinking.

At the TLP Alumni Congress in August we explored 'disruption' with two days of stimulating presentations and activity around digital, political, cultural and other themes. Two sold out dinners, cocktail parties, workshops, panels and presentations provided plenty of opportunity to connect and reconnect, learn, reflect, develop and expand our horizons. Our field trip took us to wasabi, ginger beer and farming enterprises, and was a great way to kick off the congress and get a sense of what is happening in the North West.

In October, we hosted *Conversation with the Premier*, with the Hon Will Hodgman MP, facilitated by Leadership Champion Judy Tierney. The Premier, Alumni and Board members discussed the future of work, further exploring ideas generated in the 2017 Thinkbank, a highly successful collaboration with the University of Tasmania. The Tasmanian Leaders Alumni is a collective voice recognised by the government and the community as a source of thought leadership, diverse expertise and experience that can be mobilised to enhance Tasmania's future.

Many other Alumni gave their time, expertise and ideas to deliver and present learning and networking events. Special thanks to our Kickstarter Breakfast facilitators, Julia Curtis (South), Angela Driver (North) and Ruth Forrest (NW) and to our 'Linking with a Leader' series co-ordinators, Louise Mills (South), Ruth Forrest (NW) and Andrew Pitt (North). These breakfasts, lunches, and after-work conversations have been a great success in 2017, with an impressive array of speakers at some interesting venues. I encourage 2017 graduates to make it a habit to come along – it's a great way to meet Alumni and talk with some very inspiring leaders in our community.

We thank Alumnus Ginna Webster for her contribution as Chair of the Tasmanian Leaders Board and her commitment to working closely with the Alumni as we embark on the second decade of Tasmanian Leaders. We thank our General Manager (and Alumnus) Angela Driver and Administration/ Communications Officer, Jenn Heggarty for their hard work in supporting and promoting the Alumni program of events.

We look forward to a full program of activity in 2018, unveiling new-look formats for Congress and Conversation with the Premier, a diverse continuing development program and maximum opportunities for Alumni to participate and facilitate. We are holding membership pricing at 2017 levels, offering excellent value. I encourage TLP11 graduates and all Alumni to become financial members and commit to continuing the journey and contributing your skills and ideas. There are many ways to get involved, including testing and delivering new workshop concepts, facilitating an event, or progressing your cause and celebrating your achievements by nominating for an Alumni Award. Your Subcommittee would love to hear from you!

#### REBECCA GREENWOOD

Chair, Alumni Sub-Committee













#### THE NATURE OF THE FUTURE OF WORK

One of the great successes of 2017 was the Thinkbank on 'the nature of the future of work' held in June at Entally Lodge, Hadspen. This was a fine example of the Thinkbank concept applied to a real issue and a real client – the University of Tasmania – in a partnership approach that brought together thirty Tasmanian Leaders alumni over two days. Professor David Sadler and Karen Eyles, key leaders from the University of Tasmania, set the scene, together with a thought-provoking presentation by Loretta Joseph, an international leader on blockchain technology.

The bulk of the work was done by Tasmanian Leaders graduates working in large and small groups over the two days, building on pre-readings, their own research including consultations with colleagues, and the breadth and depth of individual and collective experience. They identified five key areas critical to the nature of the future of work in Tasmania and analysed implications for the University and its offerings. The five key areas were:

- I people
- 2 technology
- 3 sustainability
- 4 skilled and unskilled workforce, and
- 5 leadership.

The diversity of Thinkbank participants, their real world experience in the workforce including experience of employing people, and their energy and commitment, contributed to spirited discussions and a substantive document that was largely created at the event. This document is available at www.tasmanianleaders.org.au/ community/thinkbank.

In addition to quality conversations, debates and output, it was a fabulous opportunity for participants in Thinkbank to re-engage with Tasmanian Leaders and capture the spirit of the Tasmanian Leaders Program.

The success of this Thinkbank provides a template for future, similar activities and demonstrates the unique value that Tasmanian Leaders offers through the strength of its ever-growing, diverse alumni who continue to be committed to developing Tasmania.

We look forward to working in partnership with other organisations in Tasmania on future Thinkbanks to support endeavours to frame and lead a vibrant socioeconomic future for our state.

Special thanks go to Andrew Pitt – a graduate of TLP8 in 2014 – who represented the University of Tasmania and to Gillian Biscoe, a founding and current Tasmanian Leaders Board member, for the design and facilitation of this very successful Thinkbank.





# skillsbank

#### **VOLUNTEERING TO INFLUENCE TASMANIA'S FUTURE**

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

We look forward to welcoming the 2017 Tasmanian Leaders Program graduates, and their expertise and perspectives, into the Skillsbank fold.

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

- · board or committee membership
- · guest speaking and facilitation, and
- · mentorships.

If you, or an organisation you are involved with, is looking for assistance in these areas, Skillsbank can help you find the right TLP graduate for your project. Each project is individually negotiated, monitored and supported by Tasmanian Leaders' staff. Alternatively, if you would like to browse our list of graduates at our online portal to see if anyone matches the skills and interests you are looking for, please visit: https://portal.tasmanianleaders.org.au/search/graduate. This search option allows you to directly contact our graduates who will help if they can!

In 2018 Tasmanian Leaders is working to increase awareness of Skillsbank in an effort to raise the number of requests for assistance through a partnership with Volunteering Tasmania.

For more information email jenn.heggarty@ tasmanianleaders.org.au or call (03) 6777 2781.







# 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 2017 and how they think the TLP has shaped their choices and pathways.



MARTIN ANDERSON

TLP8 2014

#### Managing Director Ionata Digital

It was tremendous to receive national recognition for the work that Ionata Digital has done with the Beacon Foundation in using technology to extend the reach of their program around Australia and be awarded a 2017 iAward. With the help of the eBeacon platform, the Beacon Foundation assists over 15,000 young people and it is fantastic to be able to support the great work that they do.

The Tasmanian Leaders Program came at a critical period in the growth of my business, lonata Digital, where I had to transition from day to day involvement in all projects to focusing on the business direction and processes. The opportunity to focus on my own leadership style and moving from doing myself to facilitating others' productivity was crucial in the continued growth and success of the business.



JANINE ARNOLD

**TLPI 2007** 

### Chief Executive Officer Carers Tasmania

I was honoured to receive the 2017 Telstra Women in Business Award 'Purpose and Social Enterprise' for my work at Carers Tasmania. I believe that society can be best measured by the way it treats its most vulnerable people. At Carers Tasmania, I am able to help deliver valuable services to the family and friends who act as unpaid carers for loved ones living with a disability, mental illness, chronic conditions, alcohol or drug addiction or severe frailty due to age.

I believe volunteering is the right thing to do. It inherently connects people to each other and is a small way that I am able to give back and show gratitude for the life I have. I credit in part the Tasmanian Leaders Program for encouraging this within me and the hundreds of other graduates who are achieving wonderful things within their communities.



#### CHERYL FULLER

TLP6 2012

#### RTO Manager People Improvers

I was engaged by fellow TLP graduate Clynton Jaffray and his partner Michael Bonney in 2015 to oversee the development and registration of a registered training organisation (RTO), to provide nationally accredited training in competitive systems and practices (Lean) for its sister company, Productivity Improvers. Registration was achieved, after a successful audit by the Australian Skills and Qualifications Authority in July 2017, within our estimated timeframe and budget.

MyTLP connection with Clynton gave us some common ground in regards to communication with colleagues. The Fridge Model has been helpful. Simon Wiggins who was my own TLP6 alumni member and experienced RTO manager has given me someone to run to with the silly questions! 'Fake it until you make it' has been a mantra of mine during this process, as I have previously not developed, managed or even worked for an RTO.



#### ADAM DICKENSON

TLP7 2013

#### Executive Director Elverton Pastoral Pty Ltd

In June 2017, after a long and rigorous selection process I was enlisted as an officer cadet in the Australian Army (Reserves). While I am pleased to have been enlisted, the real challenge will be in completing my training through the Adelaide Universities Regiment over the next two years and to ultimately be commissioned as a Lieutenant in The Royal Tasmania Regiment.

The core values of the Australian Army are courage, initiative, respect and teamwork. These values have been strengthened within me as a participant in the Tasmanian Leaders Program and as an alumnus. Being able to demonstrate these values was a critical factor in my successful selection as an officer of the Australian Army.



**KYLIE EASTLEY** TLP7 2013

Curator, Cradle Mountain Wilderness Gallery

**RACT Destinations -**Cradle Mountain Hotel

In June 2016 I was approached by the CEO of RACT, Harvey Lennon to provide ideas for redeveloping the Cradle Mountain Wilderness Gallery. Months of research and consultation resulted in a proposal that was accepted by the RACT Board and after months of hard work we relaunched the Wilderness Gallery. It was a massive project that involved hundreds of people and many artists, but the result is fantastic. There are six permanent rooms that feature the thylacine, Peter Dombrovskis, Jon Kudelka murals, interactive children's spaces, a movie room and a place to draw and write. In between this are five galleries that are part of an exhibition program that allows visitors to see the artists who are in residence.

There were so many times I reflected on leadership and the Tasmanian Leaders Program. 'Deal direct' became my mantra as well as trying to understand those around me who may have been reluctant to change or who were unaccustomed to the 'art world'. It was a project that involved vision, belief, strong project management skills and I applaud RACT for backing my ideas. I have learnt so much and will continue to as I reflect over the coming months and years.



ANDREW FROST

**TLPI 2007** 

Manager Parking Operations and Carr Villa Memorial Park Launceston City Council

I was elected to the board of the Migrant Resource Centre Northern Tasmania in 2015. I am a member of the Executive and the Chair of the Finance and Audit Committee, My duties include conducting internal audits, presenting financial reports to the board and presenting the Treasurer's report at the Annual General Meeting. The organisation provides leadership, advocacy and resources, so that culturally and linguistically diverse people can contribute to the social, economic and cultural development of the community.

The Tasmanian Leaders Program reaffirmed my desire to make a difference in our community and provided me with the confidence to undertake a Master of Business Administration, focusing on governance. While undertaking these studies I completed the Company Directors Course (CDC) as one of my electives. Interestingly, Glenn Joyce (who I completed TLP I with) also completed the CDC with me.



**REBECCA GREENWOOD** 

TI P7 2013

Commercial and IMS Leader Megavar Pty Ltd

I have really enjoyed my new role managing Megavar's integrated management system and the transition of our certified ISO9001 quality and ISO 14001 environment systems from the older 2008 and 2004 standards to the current 2015 international standards. The upgrade has strengthened our approach to risk management, customer satisfaction, leadership and consultation. I have also updated Megavar's safety management system, and when the new ISO/DIS45001 draft standard for OHS systems is released, we will be ready to transition from AS4801:2001.

The challenge has been to absorb a lot of new subject matter, detail and complexity, whilst still maintaining a firm grip on the end-game keeping our people safe at work, looking after the environment and producing quality, fit-for-purpose solutions for our customers. I have found that my volunteer leadership roles, including the Tasmanian Leaders Board and the Alumni Sub-committee have been excellent for practising the art of switching perspectives. As we all know, leadership is a life-long learning project!



**DAN HACKETT** TLP10 2016

Founder Riverfly 1864

2017 was a watershed year for my business, RiverFly 1864. Winning the Qantas Australian Tourism Awards, and being elected to the Tourism Industry Council Tasmania Board were both amazing goals that were achieved far earlier than planned in my career. Tourism is a lynchpin of the Tasmanian economy, and has many social benefits to offer. My area of interest, environmental tourism, has the ability to contribute to conservation and sustainability in Tasmania. Developing as a leader of this industry is a wonderful opportunity.

The Tasmanian Leaders Program was instrumental in reaching my achievements in 2017. Being a small business owner can be quite isolating, so the exposure to a vast array of leaders and learning settings was important to my professional development and a rounded view of Tasmania and leadership. Learning the value of reflection and process, along with a new sense of energy, confidence and value all helped towards achieving my goals in 2017.



#### STEVE HENTY TLP5 2011 Executive Officer Cityprom

In 2017, I led the team that delivered the most successful Junction Arts Festival to date in terms of visitor numbers, turnover and sponsorship, including securing \$1.25m in funding over five years from the State Government and \$135k over three years from the City of Launceston. After the festival, I took on the role of Executive officer with Cityprom to assist in navigating them through large structural changes.

Tasmanian Leaders has been instrumental in developing my leadership skills, particularly in identifying my own strengths and weaknesses and being able to work with those around me to promote passion, engagement and effective teams.



#### SAM IBBOTT TLP2 2008

### Principal Marine Solutions

During 2017 our team delivered a range of projects which met and exceeded client expectation. They were often novel in approach, or required an existing framework to be tailored to meet ever changing and increasingly urgent seafood industry demands. The nature of the challenges means we are not always able to be proactive, and are often in the reactive space. However our strong planning, training and service delivery was rewarded at the Tasmanian Seafood Industry Awards where we won the small business award.

Tasmanian leaders has been instrumental in this success, as it brings together so many facets of business, teamwork and community - all of which need to combine well to have a successful small business. The initial year of TLP was fantastic, however I also count the opportunity for lifelong learning through the alumni, networks and ongoing support and friendship as critical success factors for my business.



#### ALISON LAI TLP8 2014

### Chief Executive Officer Volunteering Tasmania

When I think about kicking goals, there is no doubt that surviving my first twelve months as the CEO of Volunteering Tasmania was a major achievement. Upon reflection, 2017 was a year of challenge and growth. I led the organisation through significant organisational change, and relished the opportunity to use my skills to increase the profile of the organisation across the community, 2017 was just the beginning and I cannot wait for 2018.

There is no doubt that my learnings from the Tasmanian Leaders Program have assisted me to successfully navigate my first year as a CEO. My Tasmanian Leaders experience equipped me with many skills but the key learning that I drew upon was the value of networks. Being a CEO can be very lonely, but I felt empowered to reach out to my Tasmanian Leaders network for support and advice that has been invaluable to my success.



### COREY PETERSON TLP3 2009

#### Sustainability Lead University of Tasmania

My team has worked over many years to quantify our carbon emissions using international accounting standards and to lower them over that time. In 2017, we became only the second Australasian university to become certified carbon neutral and commit to maintain this for at least five years. Our efforts speak directly to our values where as a university community we strive towards a sustainable society in being agents of change and transformation through a collective approach.

MyTLP experience both throughout the course in 2009 and in the following years as an alumnus highlighted the value of self-awareness, integrity and authenticity when working towards a 'mission' such as carbon neutrality. Applied persistence and the determination required to deliver on the goal were also helped immensely by the support of the TLP network from provision of moral and programmatic support from alumni across the years.



JOANNA SIEJKA MLC TLP7 2013

Labor Member for Pembroke Legislative Council, Tasmanian Parliament

In October this year I decided to leave my much loved job as the CEO of the Youth Network of Tasmania, and run as a first time candidate for the seat of Pembroke in the Legislative Council in the by-election due to the sad news of Dr Vanessa Goodwin's illness. When I participated in the 2013 Tasmanian Leaders program one of the things that I said I wanted to achieve was to have a more considered approach in how I made decisions, and this is one opportunity that involved a lot of consideration but also timing, strategic thinking and action!

First time candidates do not often win. The by-election was extremely short, and a very challenging experience and I was very fortunate to win the seat. My campaign was considered a very positive one and, in the midst of the politics, personalities and issues, I was able to stay true to my values; something that is very important to me.The self-reflection and analysis that occurred during my Tasmanian Leaders Program experience assisted me to achieve amongst all these challenges.





# TLP GRADUATES

#### 2007 - TLPI

#### **RENEE ANDERSON**

Director Corporate and Culture Department of Premier and Cabinet (TAS)

#### **JANINE ARNOLD**

**CEO** 

Carers Australia

#### TIM BISHOP

Personal Assistant/Business Development **CBT** Engineering

#### **JULIA CURTIS**

Principal Consultant Curtis & Associates

#### ANDREW FROST

Manager Parking Operations and Carr Villa Memorial Park Launceston City Council

#### MAREE FUDGE

Director RDS Partners Pty Ltd

#### KIROS HIRUY

Senior Research Fellow Centre for Social Impact Swinburne

#### CHRISTOPHER JOHN

United Synergies

#### WAYNE JOHNSON

Director MPES Department of Justice

#### **GLENN JOYCE**

Proprietor Glenn A Joyce

#### TOM LEWIS

Director RDS Partners Pty Ltd

#### **SUZANNE MARTIN**

Veterinarian

#### **ZACH MCARTHUR**

Managing Director McArthur Financial

#### **LOUISE MILLS**

Deputy Director State Service Management Office Department of Priemier and Cabinet

#### IAN NELSON

Principal Ian Nelson Consulting

#### **JOHN RALPH**

Owner Ascent Fitness

#### SANDIE SILVA

#### MICHELLE SWALLOW

Director

Leadership and Change Consultants Pty Ltd

#### **JASON UNWIN**

Managing Director Workforce Health Assessors

#### **DEIDRE WILSON**

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

#### 2008 - 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

#### MATT DUROSE

Community Development Project Officer Mission Australia

#### **LIILA HASS**

Owner Liila Hass Naturopathy

#### SAM IBBOTT

Director Marine Solutions

#### NATASHA KEEP

**Business Consultant 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

#### LISA NELSON

Project Officer - Resource Strategy & Industry Investment Victorian Government

#### **JOE O'BYRNE**

State Manager WA Lake Maintenance

#### BEN O'DONNELL

Manager Business Development Rio Tinto

#### **CRAIG PERKINS**

CFO

Regional Development Australia - Tasmania

#### **JOHN RANICAR**

Managing Director Ranicar Pacific Pty Ltd

#### **TED ROSS**

Project Director Midland Highway Department of State Growth

#### STUART SMITH

Executive Officer Pathways Tasmania

#### **GINNA WEBSTER**

Deputy Secretary Department of Health and Human Services - Children and Youth Services

#### 2009 - TLP3

#### STUART AUCKLAND

Program Coordinator, Centre for Rural Health University of Tasmania

#### JAN BATCHELOR

Principal Network Leader Department of Education

#### JANET CARTY

Principal Consultant Strategy and Change Office of the CEO Tasmanian Health Service

#### **AMANDA CASTRAY**

Executive Director, Strategic Projects University of Tasmania

#### **BRENDAN CHARLES**

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

#### 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

Executive Principal Chairo Christian School

#### **ZAC MCGEE**

Houston's Farm Site Manager – Processing

#### **ANDREW MOORE**

Former Principal Department of Education

#### **MEGAN MORSE**

CEO

Metro Tasmania Pty Ltd

#### MARK PARSSEY

Business Development and ICT Integration Dept. of State Growth

#### **COREY PETERSON**

Sustainability Manager University of Tasmania

#### STEPHEN PIPER

Regional Operational Excellence Manager Murray Goulburn Cooperative

#### SHERRI RING

Business Owner/Manager Energy Health Concepts

#### NARELLE SMITH

Manager Population Health Equity Department of Health and Human Services

#### STUART WIGGINS

Business Consultant *Private* 

#### STEVE WILLING

Facilitator & Coach Growth in Mind

#### 2010 - TLP4

#### **MEG ARCHER**

Associate Director of Staff Experience University of Tasmania

#### SHONA ARNOLD

Finance Manager Stubbs Constructions Pty Ltd

#### IAN BESWICK

Logistics Superintendent Simplot Australia

#### NATASHA EXEL

Committee Secretary Tasmanian Parliament

#### REBECCA GRAY

VET Teacher TasTafe Devonport

#### IO GREGG

Project Manager Hutchinson Builders

#### 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

CFO Shaw Contracting

#### SIMON PAUL

Coordinator Clarendon Vale Neighbourhood Centre Inc.

#### SUZANNE PURDON

Centre Leader Ptunarra Child and Family Centre

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#### **KACEY RUBIE**

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

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#### DARRYN SMITH

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#### ANDREW TRUSCOTT

Manager Asset Strategy TasWater

#### ANDY VAN EMMERIK

Consultant

# TLP GRADUATES

#### 2011 - TLP5

IAN ADAMS

CEO Emmerton Park Inc.

LUCY BYRNE

Managing Director Healthy Tasmania

SIMON CHANDLER

Field Engineer TasNetworks

AMANDA DALY

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

**PHILLIP DEWIS** 

Sales Manager Elite Appliances Tasmania

POPPY FAY

Partner Fletcher & Co Nursery

**RUTH FORREST MLC** 

Member for Murchison Tasmanian Legislative Council

**NICK HADDOW** 

Managing Director Bruny Island Cheese Co.

STEVE HENTY

Executive Officer Cityprom

MICHAEL KELLY

Deputy CEO Relationships Australia Tasmania

JILL MAXWELL

CEO Sexual Assault Support Service

**BRETT MCDERMOTT** 

Senior Manager KPMG **DEAN MUNDEY** 

Education Consultant

WAYNE MURRAYLEE

HR Manager Southern Operations IBS Australia

**GUY ROBERTSON** 

Owner

Mount Gnomon Farm

MARTHA ROBSON

Statewide Operations Manager Community Corrections, Department of Justice

ALAN ROSEVEAR

General Manager Tasmanet Pty Ltd

JOHN ROWLAND

General Manager, Business Development and Performance Anglicare Tasmania Inc. **JAMES SUGDEN** 

Director Sugden & Gee

**MELINDA THOMAS** 

Community Learning Coordinator LINC Tasmania

**CATHY TONKIN** 

Nurse Unit Manager Royal Hobart Hospital

**JO TUBB** 

Agricultural Manager Simplot Australia

**IULIE WADDINGTON** 

Associate Producer Tasmania Performs

MARK WATSON

Campus Manager Community Training Australia

#### 2012 - TLP6

JANE FORREST

Owner/Director Vim Arts & Events

**CHERYL FULLER** 

RTO Manager People Improvers

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

Project Engineer Simplot Australia DAVID HUGO

Senior Civil Engineer pitt&sherry

**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** 

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General Manager – Operations Grange Resources MARK MILLHOUSE

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PAX TAYLOR

Project Manager VEC Civil Engineering

**ALLAN WALSH** 

Senior Case Manager Australian Financial Security Authority

SIMON WIGGINS

Director Avidity Training and Development

#### 2013 - TLP7

#### DANIELLE CAMPBELL

Freelance Independent Consultant

#### RICHARD CASSIDY

Team Leader – Civil/Structural pitt&sherry

#### STELLA COOK

Vice Consul (Immigration) Australian Consulate-General, Guangzhou (Dept of Immigration and Border Protection)

#### **RACHAEL COX**

Project Engineering Manager Pacific Hydro

#### TIM CUBIT

Project Manager Hazel Bros

#### KAY CUELLAR

Manager Integrated Offender Management Tasmania Prison Service

#### ADAM DICKENSON

Executive Director

Elverton Pastoral Pty Ltd

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Senior Arts Consultant Kylie Eastley Consultancy

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Policy Analyst Department of Premier and Cabinet

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Commercial & IMS Leader Megavar Pty Ltd

#### RICHARD INGRAM

#### RICHARD JAMES

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#### **ANDREW KIDD**

Senior Solutions Architect Telstra Corporation

#### **RIKKI MAWAD**

Lecturer and Researcher Tasmania Law Reform Institute (TLRI)/University of Tasmania

#### SUSAN MOORE

Director, Public Relations *Gartner* 

#### **TIMOTHY MOSS**

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

#### PAUL NIVEN

General Manager Pure Source Dairy Farm Company, China

#### NADINE OZOLS

Healthy Together Program Coordinator May Shaw Health Centre Inc

#### LEANNE SHERRIFF

Senior Consultant Macquarie Franklin

#### JOANNA SIEJKA MLC

Labor Member for Pembroke in the Legislative Council Tasmanian Parliament

#### **ERIN SMALLBON**

Registered Nurse Calvary Health Care Tasmania

#### **BRADLEY TURNER**

Risk Manager Hydro Tasmania

#### 2014 - TLP8

#### MARTIN ANDERSON

Managing Director Ionata Digital

#### ANNA BALMFORTH

Program Officer, Community Programs Housing Tasmania

#### **LOLA COWLE**

Senior Executive Officer Tasmanian Community Fund

#### ANTONY DECK

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#### **CRAIG EMMETT**

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#### **BEN HART**

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#### **CLAIRE JONES**

Manager Relationships Australia

#### ALISON LAI

CEO Volunteering Tasmania

#### SHAWN LEE

Founder and CEO Shawn Lee Consulting

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#### GLEN O'KEEFE

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#### ALICE PERCY

Manager of Food and Agribusiness Department of State Growth

#### ANDREW PITT

Manager Neil Pitt's Pty Ltd

#### ANYA READING

Professor of Geophysics University of Tasmania

#### MISTY SANDERSON

Marketing Sea To Summit

#### SCOTT SCHILG

Procurement Specialist Department of Health and Human Services

#### PETE SMITH

Director, Heritage Tasmania Department of Primary Industries, Parks, Water and Environment

#### M'LYNDA STUBBS

Project Manager Department of Education

#### **DONTHOMSON**

Course Coordinator University of Tasmania

#### MIKETHOMSON

General Manager Akva Group Pty Ltd

#### JAMES VERSTEEGEN

State Finance Manager Lifeline Tasmania Inc.

#### AINSTIE WAGNER

Executive Chef
Office of the Governor

#### NAOMI WALSH

Corporate Services and Finance Manager Rosevears Hotel

#### THOMAS WINDSOR

Managing Director Coverall Security

# TLP GRADUATES

#### 2015 - TLP9

#### **GARTH BARNBAUM**

Portfolio Manager Mechanical *Hydro Tasmania* 

#### AMANDA BOND

Governance and Community Development Officer Northern Midlands Council

#### ARCHANA BRAMMALL

Owner SweetBrew

#### STEPHEN CLARKE

Management Systems Coordinator Forico Pty Ltd

#### ADAM CLAVELL

Senior Consultant DWS

#### **CLAIRE CUNNINGHAM**

Liaison Officer Australian Maritime Safety Authority

#### MARK DICKINSON

Family Mediator Relationships Australia Tasmania

#### MATTHEW GEE

Project Manager NEXT 50 Architects

#### TODD HENDERSON

Director Cumulus Studio

#### **MEGAN IOLLY**

Electorate Officer Senator Whish-Wilson

#### DANIELLE KIDD

General Manager University of Tasmania – Cradle Coast Campus

#### **ROSS LAMPLUGH**

Chairman Ochre Health Group

#### CATRIONA MACLEOD

Deputy Director IMAS Fisheries & Aquaculture University of Tasmania

#### EMMA MATUSZEK

Assistant Manager – Communications and Marketing Department of Premier and Cabinet

#### NATHAN MCDONALD

(D 2015)

#### AMY PARKER

Leader Financial Analysis and Reporting TasNetworks

#### **NICKY POLLINGTON**

Senior Geologist pitt&sherry

#### CHRISTOPHER RAYNER

Lecturer in Inclusive Education Faculty of Education, University of Tasmania

#### **NICK STEEL**

Rural Affairs Manager Tasmanian Farmers & Graziers Association

#### DAMIEN STRINGER

Operations Manager Marinova Pty Ltd

#### **ALISON TURNER**

Director Infrastructure Evaluation and Review Infrastructure Tasmania

#### STEVE WIGGERS

Managing Director/CEO Scala Institute

#### **ELLEN WITTE**

Associate SGS Economics & Planning

#### **ANGELA YAO**

Business Development Manager Department of Primary Industries, Parks, Water and Environment

#### 2016 - TLP10

#### **ROBIN BARNES**

Course Coordinator for the Associate Degree in Applied Science University College/University of Tasmania

#### **LOUISE BISHOP**

Manager - Tasmania Zinfra

#### DONNA BROWN

Manager, Sustainable Resources Hydro Tasmania

#### SHUHONG CHAI

Director of National Centre for Maritime Engineering and Hydrodynamics University of Tasmania

#### DARYL CONNELLY

Executive Officer Switch

#### MICHAEL GIUDICI

Surveyor General Land Tasmania, State Government

#### **CHRIS GRIFFIN**

CEO Tourism Northern Tasmania Inc.

#### DANIEL HACKETT

Founder RiverFly 1864

#### JEFF HARPER

Regional Chief Tasmania Fire Service

#### THERESA HAY

Program Manager Submarine Strategic S&T Maritime Division Defence Science & Technology Group

#### PRUE HORNE

Self Employed

#### KACEE JOHNSTONE

Communications Advisor-Strategic Projects Department of Health and Human Resources

#### FIONA KERSLAKE

Research Fellow Tasmanian Institute of Agriculture

#### STUART LOONE

General Manager Spring Bay Mill

#### SUSAN MCLEOD

Environmental Officer Tasmanian Ports Corporation

#### ALEXANDRA MITCHELL

Policy Analyst, AgriGrowth Tasmania Department of Primary Industries, Parks, Water and Environment

#### LEIGH OSWIN

Change Manager Ashley Youth Detention Centre, Department of Health and Human Services

#### MONICA PLUNKETT

Director Halibut Creative

#### DAVID PYEFINCH

Director MadFinch

#### MALCOLM REEVE

General Manager Ochre Recruitment Pty Ltd

#### KIERAN RIMMELZWAAN

Project Manager/Estimator Vos Construction and Joinery Pty Ltd

#### LANCE STAPLETON

Department Manager Product Quality TasWater

#### AMANDA STREET

Senior Project and Research Officer Relationships Australia

#### **URSULA TAYLOR**

Communications Officer Derwent Estuary Program

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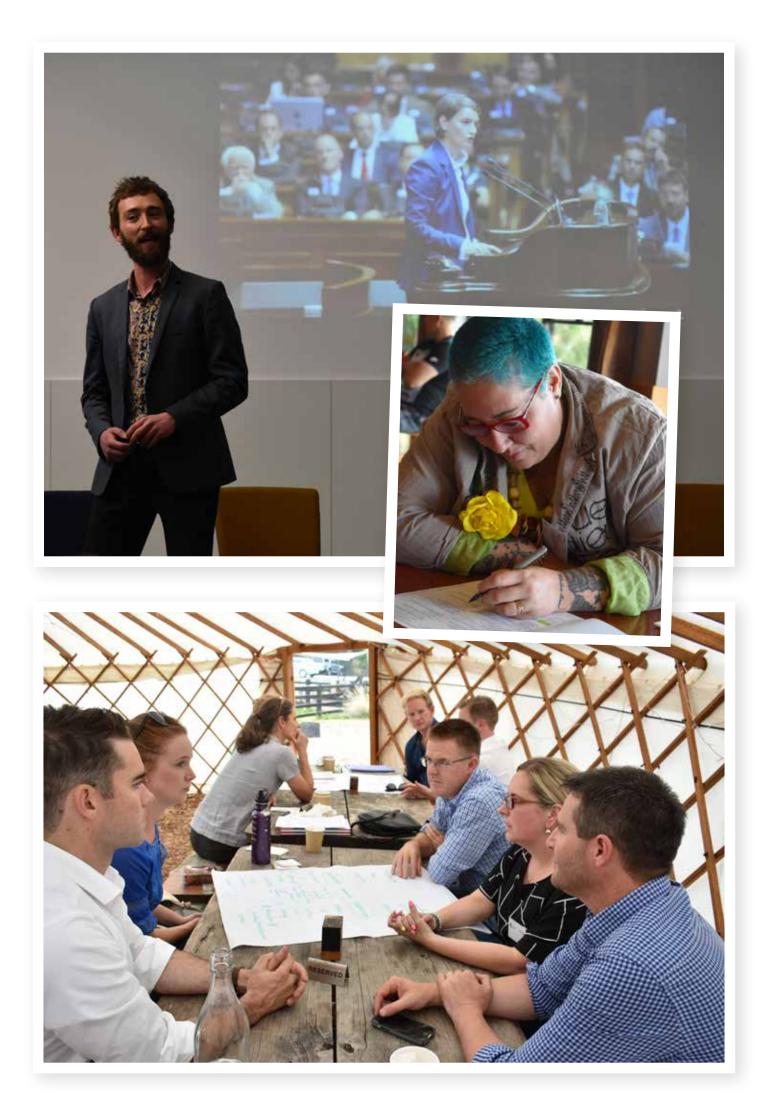


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