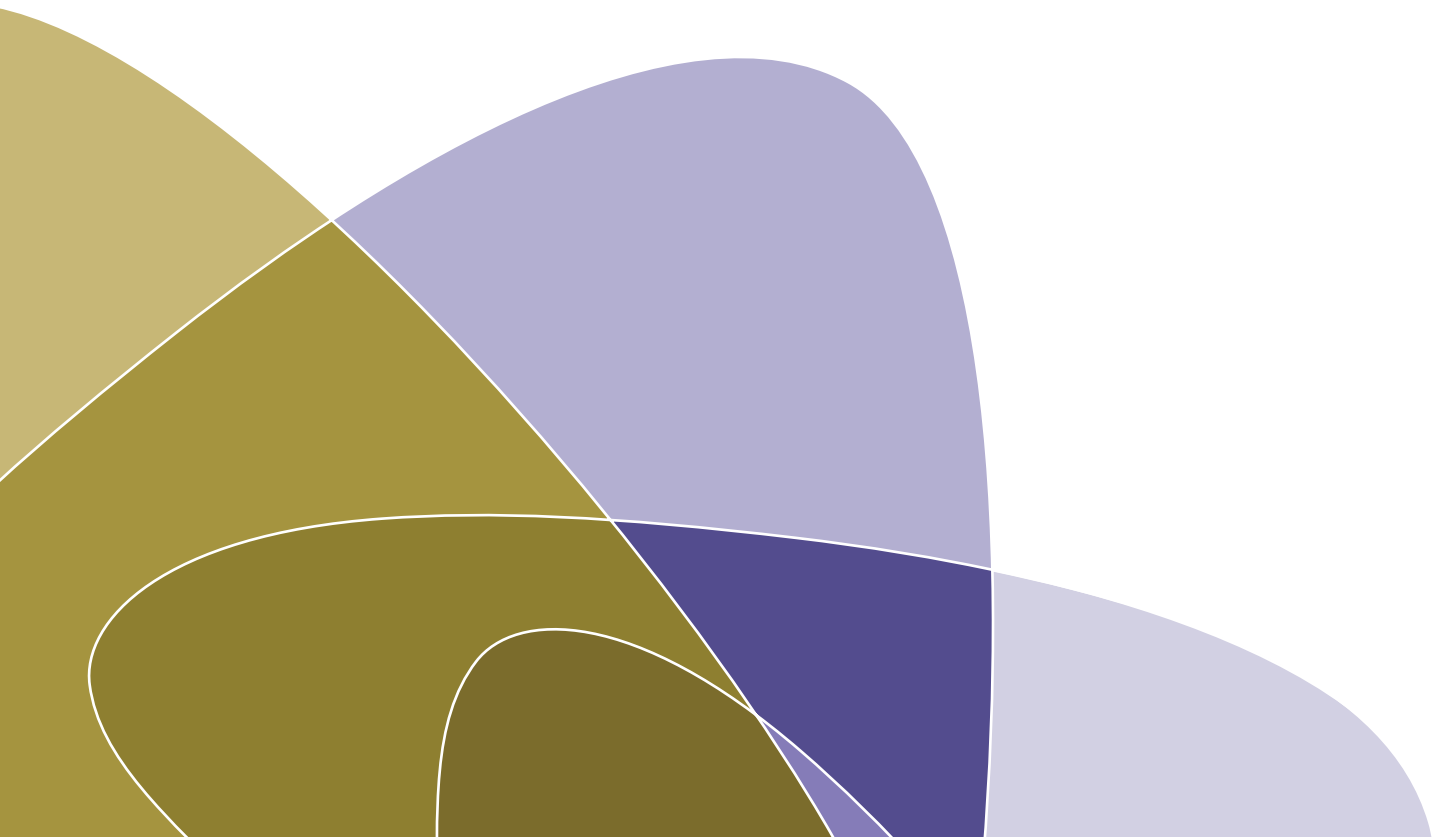
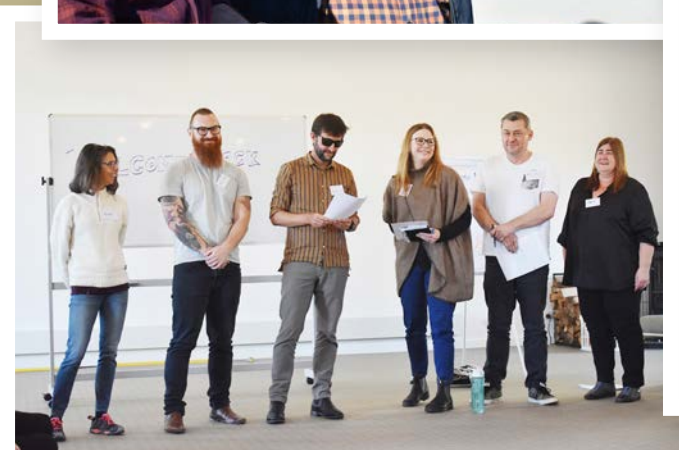




2021





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About Tasmanian Leaders

Tasmanian Leaders is a not-for-profit organisation that advances enhanced leadership capacity, capability and influence to contribute to accelerated socio-economic vibrancy across Tasmania. It achieves this through seven key strategies:

1

Tasmanian Leaders Program (TLP), our core business, an intensive year-long transformational program to build leadership capacity across all sectors and regions.

2

I-LEAD, and other compact programs, to boost skills, connections, confidence and influence, with sector, community or region-specific cohorts.

3

Thinkbank, for generating high-level thinking on complex challenges in Tasmania to shape our future and inform industry and government policy.

4

An annual **Leadership Symposium**, to share new ideas and approaches on leadership.

5

The **Graduate Search** provides a mechanism for the community-at-large to connect with our graduates as mentors, public speakers or through board or committee positions.

6

The **Tasmanian Leaders Network** builds on our outstanding alumni, embraces our Leadership Champions and other key stakeholders to better increase connectivity and offer continual professional development.

7

Tasmanian Leaders Foundation supports leadership enhancement for those most vulnerable to ensure leadership is accessible to all levels of our community.

As a community contribution, Tasmanian Leaders also auspices The Tasmanian Way a platform to enable a low emissions and sustainable future for the health, wellbeing and prosperity of all Tasmanians.

Our guiding principles

These principles guide and underpin all that we do:

- Diversity in people, perspectives and opinions.
- Integrity in everything we do.
- Courage to make a difference.
- Exceptional leadership beyond self.
- Commitment to create a better world.
- Inclusive programs and practices.



2021 Activity overview



8

Programs

Tasmanian Leaders Program
I-LEAD Small Business
I-LEAD Not-for-profit
I-LEAD Tourism & Hospitality
Dare to Lead™ x 3

Tasmanian Emerging Aboriginal Leadership



254

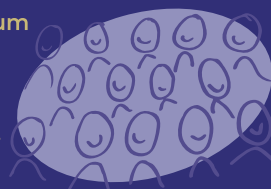
Participants

25

Events

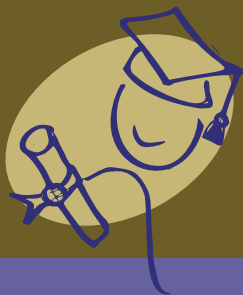


Leadership + Risk Symposium
Linking with a Leader
Networking Events
Thinkbank
Round Table Discussions
Graduation



500+

Attendees



110

**New
Graduates**

196

**Volunteer
Speakers &
Facilitators**



9

Scholarships
valued at \$20,920

Welcome from the Chair

Every success story is a tale of constant adaption, innovation and change. At Tasmanian Leaders we embody this. The year 2021 is a particularly good example of how we continue to evolve to meet the needs of Tasmanians and the industries, organisations and communities they represent.

As I pause to reflect on the past twelve months, I delight in the continued success of the Tasmanian Leaders Program, our core business, which is now flanked by more compact programs including tailored versions of I-LEAD and a new program for emerging Tasmanian Aboriginal leaders.

But before I talk more about the successes of 2021 – let me begin by extending our congratulations to the graduates of TLP15, our signature program.

I had the pleasure of interviewing some of them in 2020, and meeting others throughout their program year. They have grown as leaders and stand ready to create significant change in their professional and personal lives to positively impact Tasmania.

For participants of all our programs, the learning and networking does not stop at graduation. Instead, this moment in time marks the start of a new chapter which invites our graduates to join the Tasmanian Leaders Network.

The Network recognises that the Tasmanian Leaders family is made up of many different groups, including alumni of both TLP and I-LEAD, Leadership Champions, Board members and our sponsors. With our alumni proudly at the centre, the Network provides a collective identity for those closely associated with us.

Other achievements in 2021 include our “Island Leader Thinkbank (not mainland follower)” that explored our island identity and how we can leverage our island status to enhance Tasmania’s socio-economic vibrancy. Special thanks to Brian Lewis who expertly led the structuring and delivery of this process.

In partnership with Zoë Coyle and Polly McGee we co-produced sell-out Dare to Lead™ workshop in Hobart and Launceston.

With our year finishing with the delivery of the inaugural Tasmanian Emerging Aboriginal Leadership (TEAL) program produced in conjunction with the Tasmanian Aboriginal Health Reference Group. Special thanks to Judy Clark and TAHRG members as well as Alan Radford TLP4 who was part of the program facilitation team.

The Tasmanian Leaders Board and Tasmanian Leaders Foundation Board are volunteers with a wide range of other commitments. Board members, contribute to the organisation in many ways and their strategic input enhances the excellent work from our team. In the Boards overview function the focus remains on quality and integrity in all that we do. Thanks to the 2021 Board members, Gillian Biscoe, Bess Clark, Adrian Daniels TLP11, Kim Evans, Rebecca Greenwood TLP7, Prue Horne TLP10, and John Perry. Also, thanks to non-Board members who contribute through membership on our Foundation Board and our working subcommittees – Ginna Webster TLP2 (Chair) and Clarissa McCoid through membership on our Foundation Board plus Kevin Swarts (Program) and Vani Welling (Finance Audit and Risk) subcommittee members.

At the end of 2021 we farewelled Rebecca, Prue and Ginna from their official governance roles and thank each of them for their extraordinary investment in Tasmanian Leaders over the past fifteen years. This includes as TLP participants, Alumni Subcommittee members, Board members as well as active contributors to Skillsbank and Thinkbank. We honour their contribution and wish them well as they continue to drive change within their professional and personal roles.



The 2021 Tasmanian Leaders Program content was delivered by hundreds of volunteers who generously donated their time, expertise, and facilitation skills. None more than our Residential facilitators, Lynda Jones and Bob Campbell, who with our CEO, designed and delivered this critical pillar of the Tasmanian Leaders Program. We look forward to working with Bob and Lynda in 2022 and ensuring the program continues to flourish.

Thank you as well to the speakers who volunteered at our Leadership + Risk Symposium, which attracted over 100 delegates. Next year the event will look at Leadership + Legacy and will be held in Hobart, 1-2 September. This event will encourage you to pursue what really matters for the benefit of others.

Thanks also to the staff of Tasmanian Leaders led by our CEO Angela Driver TLP3. Simone Hackett I-LEAD 2018, Magdalena Lane, Frances Pratt TLP6, Jessica Robbins TLP12 and Carolyn Watson TLP12 are the core team who work with an impressive group of volunteers and consultants including our executive coach team Jill Currey, Greg Jemsek, Kathryn Thomas and Steve Willing TLP3.

Thanks also to our alumni who volunteered throughout the year to support our organisation. Special thanks to Donna McDermott TLP12 for leading our database integration project and our volunteer Linking With A Leader coordinators who continued to run engaging events across the state: Daryl Connelly TLP10, Louise Mills TLP1, Andrew Pitt TLP8 and Claire Smith TLP13.

Our Leadership Champions continue to volunteer their time to help support participants, graduates and our organisation in many ways. Special thanks to those who volunteered for Thinkbank or supported our recruitment process, particularly Dan Norton AO who took up additional leadership work with the Tasmanian Way.

The Tasmanian Government continues as our foundation supporter, and together with participant and employer contributions and the generous support of our highly valued sponsors ensures the Tasmanian Leaders Programs has secure funding into the future.

Thank you to Premier Peter Gutwein MP and Roger Jaensch MP, Minister for State Growth, who administer our funding and are personally committed to investing in the leadership development of Tasmanians.

This year the Residentials for the Tasmanian Leaders Program took place in three beautiful locations across Tasmania, thanks to the ongoing support of RACT Destinations and NRMA who provide us with significant discounts to their world-class facilities. Thanks also to WIN Television for their generous in-kind advertising package at recruitment time and KPMG for managing our accounts with efficiency and professionalism and for sharing their expertise with our participants.

Led by our Relationship Manager, Magdalena Lane, we have secured additional funding for I-LEAD through the Federal Group and W.D. Booth Charitable Trust, and from TasNetworks for Thinkbank. TasNetworks also generously contributed to our scholarship program as did the Housing Industry Association and the Select Foundation. In a Tasmanian Leaders first, the 2021 TLP participants banded together to raise funds to provide a scholarship for a community changemaker to undertake the 2022 program. A wonderful demonstration of their leadership and genuine care for others.

Thank you to all the organisations who supported their staff as participants in one of our 2021 programs. Particularly in a year where so much uncertainty lingered, and individuals continued to bear additional Covid-related demands on their various roles.

You can see from the above that Tasmanian Leaders is built on the work of a wide group of people, and we are proud to recognise everyone's effort which has enabled a successful 2021.

We look forward to supporting and charting the achievements of our new graduates into the future and welcome you all to the Tasmanian Leaders Network.

Rob Woolley

Chair, Tasmanian Leaders

Message from the CEO

Karen Kaiser Clark said, “Life is change. Growth is optional. Choose wisely.”

At Tasmanian Leaders we have chosen growth. Growth of our people, our participants, and our organisation. I am so proud of how our small and dedicated team have worked together to limit the growing pains during this period of expansion that has extended our reach and impact within Tasmania.

While the scale of our 2022 activity is impressive our statistics do not tell the full story of the extraordinary impact we have on each of our graduates who go on to apply their newly developed leadership skills for the betterment of Tasmania. Hopefully the TLP participant profiles (pages 30-53) and I-LEAD testimonials (pages 10-16) go some way in demonstrating the impact our participants are having in their organisations and communities.

We draw much inspiration from all of our graduates and participants. The 2021 Tasmanian Leaders Program cohort are no exception. It would be true to say they are a wonderful group of kind, caring and passionately focused leaders. They are also attentive to the needs of each other, and this particular trait has enhanced their learnings as they supported each other's developments throughout their program.

In terms of content, some of the highlights from this year's TLP include:

- Leadership Stories with Dale Elphinstone AO (Executive Chairman and Founder, Elphinstone Pty Ltd), Naomi Edwards (Chair, Spirit Super), Dr. Fiona Reynolds (a multimedia journalist), and Adam Blake (Co-CEO, Blundstone Australia).
- Meeting with community change advocates including mental health advocate Dean Yates, LGBTIQ campaigner Rodney Croome AM, Rosalie Martin Australian of the Year Tasmania for her work with prisoners, as well as Grace Williams and Fiona Strahan who are both inspiring human rights activists.

- Hearing from critical thinkers the likes of recently retired public servant Bob Rutherford, global governance guru Dr. Matt Killingsworth and Professor David Adams the Pro Vice-Chancellor at University of Tasmania.
- Conversations with political leaders from all parties across state, local and federal government including independents.
- The opportunity to connect and learn from Tasmania's First Nations people including a powerful workshop 'come walk with us' by Reconciliation Tasmania in partnership with the University of Tasmania.
- A highly interactive workshop employing design thinking with LiveTiles Chief Strategy Officer Simon Tyrrel that got everyone thinking about the opportunities of the 'Great Resignation'.

The stories of courage, humility and innovation from all speakers and presenters deepened participants understanding of Tasmania's issues and opportunities and equipped them with new skills to help them drive meaningful and positive change within their circle of influence.

When participants enter the Tasmanian Leaders Program, they commit to undertake a project that will contribute to Tasmania's socio-economic vibrancy. This year's participants upheld a tradition of exciting and varied projects that are 'small enough to do and large enough to matter'. I would like to briefly highlight them here and if you would like to read more please visit pages 54-55.

- **Chatty Café**, a program that leverages social, community, and hospitality venues to offer friendly 'have a chat' tables, where customers are welcome to sit and chat together.
- **Give me a break, mate** a mindfulness course for men who traditionally might not seek support to improve their mental health.





- **BookTube: Book Reading for Youth in Detention** to connect them with people in the community through recorded book readings.
- **Improving volunteer coordination for Connect42** by developing a framework and policies to support the management and recognition of their volunteers.

Thank you to Bob Campbell and Lynda Jones for facilitating the Residentials and bringing content, process and a genuine desire to support TLP15 gain insight into themselves, their leadership styles and the change process.

It is now up to TLP15 to be the change they want to see in the world. We remain supportive and the Tasmanian Leaders Network is ready to hold them to purpose as they create waves of change. Now more than ever we need purposeful leadership within our organisations and across our communities.

Angela Driver

Chief Executive Officer, Tasmanian Leaders

Industry, Leadership, Enterprise and Development program

In 2021 Tasmanian Leaders delivered three highly successful I-LEAD programs with 82 participants in total across I-LEAD Small Business, I-LEAD Not-for-profit and I-LEAD Tourism & Hospitality. Each program was uniquely tailored for participants and their sectors to ensure the program was relevant and impactful.

Content was delivered by Angela Driver and Frances Pratt who were joined by sector specific industry experts who are named on the following pages.

During the program participants explored challenges for their organisations, leadership and change management theory and undertook several diagnostic and reflective activities to help them better understand their leadership style and those of others. Targeted sessions included fostering innovation, decision making, strategic foresight, finding efficiency and working in volatile, uncertain, complex and ambiguous (VUCA) environments.

The overall satisfaction by I-LEAD participants who were surveyed was excellent. By the end of the program, participants reported that they better understood themselves as leaders, had new skills and confidence to communicate and lead others and were more able to think strategically and long-term to manage growth and disruption. Participants also said the program helped them develop a wider network of relevant and connected peers.

Graduates of I-LEAD are now part of the Tasmanian Leaders Network where they can continue their leadership journey alongside graduates from the Tasmanian Leaders Program.

This record-breaking year of I-LEAD programs reflects the growing need for leadership across various sectors and is now in its fourth year on the Tasmanian Leaders program calendar. The expanding cohort of leaders are inspired and capable to lead beyond self for the betterment of their industries as they continue to face unprecedented change and complexity.

These programs would not have been possible without the philanthropic and corporate support from the Tasmanian Government, W.D. Booth Charitable Trust, and the Federal Group. In addition, scholarships were offered by Women in Tourism and Hospitality, Tasmanian Hospitality Association, TasNetworks, and The Outdoor Leadership Trust.

“

The impact of the I-LEAD program has been long lasting for me as a leader working in the not-for-profit space. The support from Tasmanian Leaders and the connections formed with other leaders has led to many supportive conversations to help guide my work and make valuable connections in the community. Often, not-for-profit organisations have limited resources to support professional development and reflection, so having the opportunity to utilise the W.D. Booth Charitable Trust scholarship to enhance my leadership has been undeniably important in my own journey and for the organisation I work for.”

Danni Ashton

TAS State Coordinator, CREATE Foundation, *2021 I-LEAD Not-for-profit*





I-LEAD 2021 GUEST SPEAKERS

Sasha Adams, Partner, KPMG

Todd Babiak, Chief Executive Officer, Brand Tasmania

Neil Bramich, Director, KPMG

Matt Casey, General Manager, Tasmania's Luxury Collection, Federal Group

Lynne Chapman, Managing Director, Chapman Executive

David Cox, State Manager Tasmania, Hawthorn Football Club

Julia Curtis TLP1, Social Alchemist

Anita Dahlenburg, Business Advisor, Enterprise Centre Tas

Sally Darke, Chair, Tasmanian Community Fund

Sam Denmead I-LEAD 2019, Consultant, Green Hat Tourism

Kristen Desmond, Founder, Tasmanian Disability Education Reform Lobby

Kim Evans, Secretary, Department of State Growth

Julia Farrell, Director, Federal Group

Michael Fitzgerald, Associate Director, Enterprise Advisory

Chris Griffin TLP10, Chief Executive Officer, Visit Northern Tasmania

Jane Hutchinson, Director, Hobart Community Legal

Amy Imms TLP12, Owner, The Burnout Project

Clynton Jaffray TLP4, Owner, Productivity Improvers

Justin Johnstone, Master Storyteller MacqI, Federal Group

David Kewley I-LEAD 2021, Managing Director, DK Accounting

Tanya Kruimink, People, Culture Manager, Federal Group

Ross Lamplugh TLP9, Owner and Chair, Ochre Health Group Pty Ltd

Luke Martin, Chief Executive Officer, Tourism Industry Council Tasmania

Ray Mostogl, Chief Executive, Tasmanian Minerals, Manufacturing & Energy Council

Polly McGee, Leadership Strategist

Magdalena Lane, Relationships Manager, Tasmanian Leaders

John Perry, Deputy Chair, Tasmanian Leaders

Monica Plunkett TLP10, Senior Strategist and Creative, S. Group

Danika Porter, Marketing and Communications, Federal Group

Michael Rowe, WHS Business Partner, Federal Group

Kim Seagram AM, Chair and Co-Founder, FermenTasmania

Oliver Strickland I-LEAD 2018, Business Advisor, SE Regional Development Association

Dean Yates, Mental Health Advocate

Bianca Welsh I-LEAD 2018, Owner, Stillwater & Black Cow

“

The I-LEAD Tourism & Hospitality program was relevant, well designed and facilitated, engaging a diverse and passionate audience across our industry from each corner of the island.

The skills and knowledge I gained will undoubtedly feature prominently throughout my working career, and hearing from the knowledgeable panellists and guest speakers (a highlight for me) gave new insights and perspective to the changing trends and direction of the Tasmanian tourism economy.

The networking opportunity opened doors immediately and I have gained many professional relationships to be able to exchange best practices with and build knowledge in understanding different businesses to support my colleagues and I achieve success together. It has been an amazing journey of self-development – fine tuning skills and leadership, a program I highly recommend!

Saga Hassinen

Executive Assistant to the General Manager, Wrest Point, *2021 I-LEAD Tourism & Hospitality*

2021 I-LEAD Small Business graduates

Adam Anstie

Director / Construction Manager,
Anstie Constructions

Kirsten Bach

Community and Industry Liaison
Manager, Visit Northern Tasmania

Manuel Barragan

Manager, Strategy and Policy,
Artibus Innovation

Angelique Brcic

Partnerships Manager, Mona –
Museum of Old and New Art

Edwina Brisbane

Associate, Cumulus Studio

Gabriella Conti

Conference and Events Sales
Consultant, Federal Group –
Country Club Tasmania

Ruby Daly

Business Manager, Hellfire Bluff
Distillery and Daly Potato Farm

Casey Hiscutt

RV Islander Department Lead,
Penguin Composites

Pippa Jensen

Associate / Architect, Cumulus
Studio

David Kewley

Managing Director, DK
Accounting & Advisory

Kimberley Odgers

Member Engagement Manager,
Engineers Australia

Nathan Page

State Manager, R & J Batteries

Megan Perkins

Founder and Creative Director

Bree Philpot

Business Development Manager
– Sport, Special Interest & Major
Events, Visit Northern Tasmania

Rachael Pulford

HR Manager, JBS Australia

Duane Vickery

Managing Director, ETM
Perspectives Pty Ltd

Brittney Woolley

Customer Care Assistant
Manager, St.LukesHealth



As the sole owner and founder of a public practice accounting firm, I found I had thrust myself into the ultimate leadership position with very little formal leadership training. The I-LEAD program created an extremely valuable moment for me to pause, take stock of my leadership style and look at areas where I was subconsciously sabotaging myself and my team. I would strongly recommend this program – either for someone contemplating a future leadership position, or a leader that has jumped of the deep end and could really do with some pointers!"

David Kewley

Managing Director, DK
Accounting & Advisory, 2021
I-LEAD Small Business



2021 I-LEAD Tourism & Hospitality graduates

Emma Azon-Jacometti

Corporate Affairs Manager,
Tourism Industry Council
Tasmania

Patrick Barrie

Assistant General Manager,
Federal Group

Damien Blackwell

Tourism Development Officer,
West Tamar Council

Etien Celzner

Bar Manager, Rude Boy

Erin Cole

Cellar Door & Marketing Manager,
Old Kempton Distillery

Nathan Dunn

HR Service Delivery Manager,
Federal Group

Sean Gerrity

Marine Operations Manager,
Gordon River Cruises

Rebecca Gillie

Front of House Manager,
Waterfalls Café & Gallery

Traci Hampson

Logistics & Operations
Coordinator, Bruny Island Cheese
and Beer Co.

Saga Hassinen

Executive Assistant to the General
Manager, Wrest Point

Sam Johnston

People & Culture Manager,
Federal Group

Rafaela Krause

Function & Events Coordinator,
AURA Hobart

Andre Kropp

Executive Chef, Wrest Point

Jane Ledingham

Director of Sales – Tasmania,
Accor – Apartments & Realty

Alexander Lowe

Manager, Bruny Island Cheese
and Beer Co.

Elisa Magni

Restaurant Manager, The Tasman,
Luxury Collection

Jess Maybus

Assistant Manager, Bruny Island
Cheese and Beer Co.

Robyn McInerney

Food & Beverage Manager,
Federal Group – Country Club
Tasmania

Nigel Morgan

Owner / Manager, Motel Strahan /
Weller Inn

Jane Overington

Senior Project Officer, Office of
the Coordinator-General

Laura Papiccio

Human Resources Manager,
Crowne Plaza Hobart

Richard Pollocks

Assistant Manager, Mövenpick
Hotel Hobart

Jennifer Pottter

Customer Service Manager, Bruny
Island Cheese and Beer Co.

Caleb Robertson

Head Barista, Sweetbrew

Patrick Rodgers

Hotel Manager, Prospect House
Private Hotel

Daniela Ruiz

Industry & Partnership
Coordinator, Tourism Tasmania

Anita Russell

Sales and Marketing Manager,
Best Western Plus Launceston

Liana Seadon

Tourism Development Manager,
Tasmanian Redline Coaches

“

I found the I-LEAD program hugely beneficial. It taught me to think outside of my silo and engage my thoughts with other managers to obtain positive results for the whole company. I have had the ability to seek multiple outcomes through the peer consultancy process, which has helped manage my team without being reactive. I have come away from this program with close to forty colleagues within our industry with similar visions for the future.”

Andre Kropp

Executive Chef, Wrest Point,
2021 I-LEAD Tourism & Hospitality

Taylor Sternek

Senior Guide, Hollybank
Wilderness Adventures

Beck Suitor

Director of Sales and Marketing,
Crowne Plaza Hobart

Melanie Sullivan

Owner, Relish Café

Samantha Sytsma

Front of House Manager, Relish
Café

Rebecca Tipton

Café Manager, The Wicked
Cheese Company

Alison Wallace

Events Manager, Spring Bay Mill

Jimmy Welsh

Co-owner / Sommelier, Stillwater /
Black Cow Bistro

David Wise

Pilot / Director, Tasmanian Air
Tours

Evelyn Wong

Project Manager, Federal Group



2021 I-LEAD Not-for-profit graduates

Tyrone Adamson

Facilitator Coach Consultant, ETM Perspectives

Lucy Anderson

Team Manager, Laurel House

Danni Ashton

State Coordinator, CREATE Foundation

Tracey Bagger

Operations Coordinator, Self Help Workplace

Jonathan Bedloe

Vice-President, Men's Resources Tasmania

Trent Chilcott

Social Enterprise Co-ordinator, yourtown

Bella Fountain

Practice Manager – Housing, Homelessness and Mental Health, Colony 47

Jess Greene

Board Member, Playgroup Tasmania

Kathy Johnson

Finance Manager, Li-Ve Tasmania

Linda Karlsson

Communications Lead, Diabetes Tasmania

Eve Lazarus

NRM Program Coordinator, The Derwent Catchment Project

Amanda McEvoy

Executive Officer, Cityprom

David Morgan

Team Leader – Finance, Launceston City Mission

Steven Phipps

Director, Ikigai Research

Andrea Porte

Board Vice President, Laurel House Association

Hanna Richardson

Safe Space Program Leader, Hobart City Mission

Elenor Rigney

Employment and Business Development, Impact Communities

Miriam Rule

Board Member, Choir of High Hopes

Kim Ryan

Program Manager Guide Dog Services, Guide Dogs Tasmania

Carl Saunder

State Manager, Eat Well Tasmania

Jacqueline Slyp

Chief Executive Officer, Arthritis Foundation of Tasmania

Linda Smith

Chief Operating Officer, National Joblink

Lucinda Szczypior

Manager Advocacy & Communications, Tasmanian Council of Social Service

Angela Waite

People and Organisational Development Manager, Lifeline Tasmania

Elise Whitmore

Principal Solicitor, Women's Legal Service Tasmania



“

I was amazed from day one of the program, just how much impact it was going to have on my work, my leadership and my life. Allowing myself to let go, think, adapt, reflect and change is already having a huge impact on my team, my clients, my outcomes, and the greater community.

A bonus from participating in the program, is the networking and collaboration with other like-minded individuals and not-for-profit organisations.”

Kim Ryan

Program Manager Guide Dog Services, Guide Dogs Tasmania, 2021 I-LEAD Not-for-profit

“

I-LEAD gave me a greater understanding of my personality type and how it affects my business dealings. It also gave me the knowledge of how to effectively adapt my style to achieve more successful outcomes. It has given me the confidence to tackle situations that previously may have seen daunting.”

Anita Russell

Sales & Marketing Manager, Best Western Hobart and Best Western Plus Launceston, 2021 I-LEAD Tourism & Hospitality



“

2021 I-LEAD has been a great opportunity and has helped provide me with the right tools to better myself as a leader in my organisation. During the program I was able to work through a challenging time to understand my own personal values and hear from like-minded people on their own journey. This program definitely put me outside of my comfort zone which has helped me to grow.”

Rachael Pulford

Human Resource Manager, JBS Australia, 2021 I-LEAD Small Business



“

To be nominated for the program by the company I work for was just the beginning of a stimulating journey with Tasmanian Leaders. When embarking on career growth, it is these types of programs that validate that pathway.

I-LEAD was a perfect platform to get to know more about myself, my industry, and the fabulous emerging leaders in the Tasmanian tourism and hospitality sector. Upon graduation, I knew I was worth it, I knew I was on the right path, and I knew I had a great future ahead of me, and so does our industry. Thank you to Angela, Frances and the team at I-LEAD.”

Evelyn Wong

Federal Group, 2021 I-LEAD Tourism & Hospitality



Tasmanian Emerging Aboriginal Leadership program

The Tasmanian Emerging Aboriginal Leadership (TEAL) program was designed to fast track the leadership capacity of Tasmanian Aboriginal people to support their work within their organisations and communities.

Delivered in partnership with the Tasmanian Aboriginal Health Reference Group (TAHRG) the program aims to build the next generation of leaders helping community health organisations, service providers and local committees thrive long into the future.

Program content was designed in consultation with Tasmanian Aboriginal people and was delivered across three in-person sessions held at Spring Bay Mill in Triabunna, Peppers Silo in Launceston and at Nayri Niara in Hobart. Interspersed with these deep immersive sessions were five online yarning opportunities with respected Tasmanian Aboriginal leaders chosen by our participants.

Special thanks to all our speakers including Auntie Patsy Cameron AO, John Clark, Uncle Rodney Dillon, Tracey Dillon, Rachael Dunn, Emma Lee, Auntie Verna Nichols, Caleb Nicholls-Mansell, Lee Prouse, Maxine Roughley and Jacinta Vanderfeen. An extra special thanks to Alan Radford TLP4 and Judy Clark for guiding the project so passionately and diligently.

We are so proud of the nine participants who took a leap of faith with us and are leaving with greater confidence and an inspiring vision for themselves and their communities.

2021 TEAL participants

Tara Bailey	University of Tasmania
Renee Browning	Karadi Aboriginal Corporation
Marley Clark	Flinders Island Aboriginal Association Inc.
Ty Ebdon	Flinders Island Aboriginal Association Inc.
Ben Hall	Parrdarrama Pungenna Aboriginal Corporation
Daniel Hall	Tasmanian Aboriginal Legal Service
Khristee Lade	Flinders Island Aboriginal Association Inc
Laura O'Neill	South East Tasmanian Aboriginal Corporation
Emma Robertson	Karadi Aboriginal Corporation







TLP15 2021

The 2021 Tasmanian Leaders Program was comprised of seven Linking Sessions and three multi-day Residential Retreats co-designed and facilitated by Bob Campbell, Angela Driver and Lynda Jones.



TLP15 PROGRAM OVERVIEW

RESIDENTIAL RETREATS

SESSION	WHERE	DATE
Opening Residential	Strahan Village, Strahan	Thursday 18 February – Sunday 21 February
Mid-Year Residential	Freycinet Lodge, Freycinet	Friday 18 June – Sunday 20 June
Closing Residential	Cradle Mountain Hotel, Cradle Mountain	Friday 19 November – Sunday 21 November

Linking Session One

INNOVATION AND INDUSTRY

BURNIE: 11–13 MARCH 2021

Welcome to Country	David mangelner Gough , Manager, Tiagarra	
Regional development and inclusive economies towards the future	Prof. Robyn Eversole , Director RegionxLink, Centre for Social Impact, Swinburne University	Presenter
The Cradle Coast Regional Futures Plan – supporting industry adaption	Daryl Connelly TLP10, Chief Executive Officer, Cradle Coast Authority	Presenter
	Karina Damberg s, Chief Executive Officer FermenTasmania, Cofounder Red Brick Road Cider and Hell's Gate Gin	Presenter
Panel: Barriers and catalysts to innovation	Ben Maynard TLP6, General Manager Operations, Grange Resources	Presenter
	Annette Reed , Managing Director, Tamarian Natural Tomatoes and Garlic	Presenter
	Lee Whiteley , Chief Executive Officer, University College	Presenter
Leveraging our island isolation through innovation and efficiency	Mike Brindley , Regional Development Coordinator (North West), Regional Development Australia – Tasmania and Secretariat Tasmanian Logistics Committee	Presenter
Leadership story	Dale Elphinstone AO , Chair, Elphinstone Group	Presenter
Site visits:		
Berry Patch	Craig Morris , Owner	Host
Brandsema Tomatoes	Anthony Brandsema , Owner	Host
Direct Edge	Rayne McCreadie , Engineering Manager	Host
Dulverton Watse	Matthew Layton , Operations and Project Manager	Host
Forico	Andrew Jacobs , Chief Technical Officer	Host
Mount Gnomon Farm	Guy Robertson TLP5, Owner	Host
Penguin Composites	John van der Woude , Chief Executive Officer	Host
TasPorts	Mick Hartwell , General Manager Landside Operations	Host
TMEC Manufacturing Centre of Excellence	Kent Wyllie , General Manager, Manufacturing and Energy Council	Host
Workshop: How Lean creates innovation in industry	Clynton Jaffray TLP4, Director, Productivity Improvers	Presenter



Linking Session Two

GOVERNANCE IN TASMANIA

LAUNCESTON: 23–24 APRIL 2021

Welcome to Launceston	Albert van Zetten , Mayor, City of Launceston	Presenter
Governance and government accountability and transparency	Bob Rutherford , Retired senior public servant	Presenter
Panel: Governance in Tasmania: what are the structural issues and where are the policy and reform opportunities?	Courtney Greisbach , Editor, The Examiner	Facilitator
	Prof. David Adams , Pro Vice-Chancellor, Community, Partnerships & Regional Development and Professor of Management, University of Tasmania	Panellist
	Eloise Carr , Director, The Australia Institute – Tasmania	Panellist
	Barry Prismall , Political writer and commentator	Panellist
	Sue Smith AM , Past member of the Legislative Council and President of the Local Government Association	Panellist
Update: Minister for State Growth	Hon Michael Ferguson MP , Minister for State Growth, Tasmanian Liberal Party	Speaker
Panel: Democracy in danger-what are the threats to our political institutions and are there any solutions?	Matt Killingsworth , Head of Politics and International Relations in the School of Government, University of Tasmania	Panellist
	Linda Hunt , Associate Lecturer in Media, School of Creative Arts and Media, University of Tasmania	Panellist
	Fiona Turner , Co-Founder and Chief Executive Officer, Bitwise Agronomy	Panellist
	Ruth Forrest MLC TLP5 , Member of the Legislative Council, Independent Member for Murchison	Panellist
World café: Question time with our political leaders	Mary Knowles , Mayor, Northern Midlands Council	Panellist
	Michelle O'Byrne MP , Deputy Leader of the Opposition, Tasmanian Labor Party	Panellist
	Senator Peter Whish-Wilson , Senator for Tasmania, Australian Greens	Panellist
Workshop: Public speaking – getting seen and getting heard	Kerry Finch , Communications expert	Presenter
Leadership story	Rodney Croome AM , Australian LGBTQI rights activist	Presenter

Linking Session Three

COMMUNITY

ROSNY PARK: 14 – 15 MAY 2021

	Saul Eslake , Economist	Panellist
<i>Panel: The Tasmanian community – the good, the bad and the ugly</i>	Prof. Richard Ecclestone , Tasmanian Policy Exchange, University of Tasmania	Panellist
	Adrienne Picone , Chief Executive Officer, Tasmanian Council of Social Services	Panellist
<i>Privilege and power</i>	Robin Banks , Former Anti-Discrimination Commissioner, Equal Opportunity Tasmania	Presenter
<i>Panel: Tasmanian community changemakers – courage, creativity and conscience</i>	Fiona Strahan , Disability and human rights advocate	Panellist
	Grace Williams , Founder and Director, Citizen Tasmania	Panellist
	Dean Yates , Mental Health and PTSD Advocate	Panellist
<i>Site visit: Bethlehem House</i>	Stephanie Meikle , Chief Executive Officer, Bethlehem House	Host
<i>Site visit: Ron Barwick Minimum Security Prison and Mary Huchison Women's Prison</i>	Nathan O'Dowd , Acting Superintendent, Mary Huchison Women's Prison	Host
<i>Workshop: Managing conflict</i>	Rikki Mawad TLP7, Facilitation and Strategic Communications Consultant	Presenter
<i>Leadership story</i>	Rosalie Martin TLP6, Speech Pathologist, Criminologist, Courage and Renewal Facilitator, and 2017 Tasmanian Australian of the Year	Presenter





Linking Session Four

AGRICULTURE

ELIZABETH TOWN: 23–24 JULY 2021

An overview of agriculture in Tasmania

Jo Crisp, Acting General Manager, Agriculture and Water Division Department of Primary Industries, Parks, Water and Environment

Presenter

Panel: The trendy and the challenging

Stephen Cahoon, Director, Sense-T

Panellist

Cameron Folder, Tasmanian Regional Manager, Costa Group

Panellist

Jennifer Robinson, General Manager, Sprout Tasmania

Panellist

Stephen Ives, Course Coordinator and Senior Teaching Fellow, Tasmanian Agricultural Education Network

Panellist

The Ashgrove Cheese story

Richard Bennett, Chief Executive Officer, Ashgrove Cheese

Presenter

Site visit: Costa Berry Farm

Cameron Folder, Tasmanian Regional Manager, Costa

Host

Taking Tassie food to the world

Allison Horswill, Acting Director Trade and Marketing, Department of State Growth

Presenter

Todd Babiak, Chief Executive Officer, Brand Tasmania

Presenter

Panel: Does it matter where my food comes from?

Jane Bennett, Chief Executive Officer, TasFoods

Panellist

Leah Galvin, Consultant and local foods systems advocate

Panellist

Workshop: Sustainable Development Goals

Jessica Robbins TLP12, Director, Tasmanian Way

Presenter

Leadership story

Martin Rees, Executive Director, Commercialisation and Corporate Advisor

Presenter



Linking Session Five

RENEWABLE ENERGY

HOBART: 13–14 AUGUST 2021

<i>Introduction to the renewables sector</i>	Hon Guy Barnett MP , Minister for Energy and Emissions Reduction, Liberal Party of Tasmania	Presenter
<i>Framing the sector</i>	Stewart Sharples TLP6, Director Major Renewables Project Team, Department of State Growth	Presenter
<i>Moving the power</i>	Bess Clark , General Manager Marinus Project, TasNetworks	Presenter
<i>Update: Minister for State Growth</i>	Hon Roger Jaensch MP , Minister for State Growth, Liberal Party of Tasmania	Presenter
<i>Panel: Meet the players – hydro, wind and solar</i>	Shane Bartel , Chief Executive Officer, Climate Capital	Panellist
	Paul Molnar , Project Director, Hydro Tasmania	Panellist
	David Pollington , Director and Chief Operations Officer, UPC Renewables	Panellist
<i>New markets – unpacking hydrogen</i>	Sam Mizzi , Senior Project Manager, Hydrogen at Fortescue Metals Group	Presenter
	Tanya Denison , Future Energy Facilitator, Cradle Coast Future Energy Hub	Panellist
<i>Panel: Renewables job opportunities</i>	Prof. Richard Eccleston , Director of the Tasmanian Policy Exchange, University of Tasmania	Panellist
	Cassy O'Connor MP , Leader, Tasmanian Greens	Panellist
	Steve Willing TLP3, Facilitator and Coach, Growth in Mind	Coach
<i>Workshop: Getting coach ready</i>	Kathryn Thomas , Director, KT & Associates	Coach
	Jill Currey , Principal, Currey and Co Consulting	Coach
	Greg Jemsek , Leadership and personal development coach	Coach
<i>Leadership story</i>	Naomi Edwards , Chair, Spirit Super	Presenter



Linking Session Six

INCLUSION AND CONNECTIVITY

NEWNHAM: 10 – 11 SEPTEMBER 2021

What is social isolation and exclusion	Prof. David Adams , Pro Vice-Chancellor, Community, Partnerships & Regional Development and Professor of Management, University of Tasmania	Presenter
Panel: Addressing the risks of exclusion	Sally Beaumont , Clinical Psychologist, Department of Health and Human Services	Panellist
	Donna Bain , General Manager, Self Help Workplace	Panellist
	Meg Webb MLC , Member of the Legislative Council, Independent Member for Nelson	Panellist
Site visit	The Shed , Rocherlea	Host
Site visit	MACS Garden , Ravenswood Men and Community Shed	Host
Workshop: What is the nature of the solution?	Angela Driver , Chief Executive Officer, Tasmanian Leaders	Presenter
Panel: Inclusion and wellness	Rochelle Hughes , Regional Coordinator, Mates North, Australian Red Cross	Panellist
	Lucy Taylor , Community Engagement and Communications Officer, Burnie Works	Panellist
	Cyndia Hilliger , University of Tasmania Honors Thesis and Burnie 2.0 (Business North West)	Panellist
	Scott Rankin , Creative Director, BighART	Panellist
Workshop: Cultural and diversity awareness	Edward Obie , Population Growth Program Manager, Northern Tasmanian Development Corporation	Presenter
Driving performance through purpose and empowerment	Fiona Reynolds , Multimedia Journalist, Communications and Engagement Consultant	Presenter





Linking Session Seven

TASMANIA'S FIRST NATIONS PEOPLE

HOBART: 15 OCTOBER & 13 NOVEMBER 2021

<i>Workshop: Come walk with us</i>	Marnie Ritz , Reconciliation Tasmania	Panellist
	Duncan Robinson , Reconciliation Tasmania	Panellist
	Michele Welch , Reconciliation Tasmania	Panellist
	Kitana Mansell , Project Worker, palawa kipli	Presenter
<i>Lunch catered by Palawa Kipli, including personal story and cultural education</i>		
<i>Truth-telling: history, sovereignty and the Uluru Statement</i>	Prof Henry Reynolds , Honorary Research Professor, Aboriginal Studies Global Cultures & Languages, University of Tasmania	Presenter
<i>A vision from a leader</i>	Hon Roger Jaensch MP , Minister for State Growth, Tasmanian Liberal Party	Presenter
<i>Sharing of knowledge</i>	Kathy Lewin , Little Bee Early Years Learning & Child Care Centre, Reconciliation Action Plan	Presenter
	Tanya Harper , Senior Consultant, Department Premier and Cabinet	Panellist
<i>Panel: Pull of the future</i>	Alan Radford TLP4, Microenterprise Development Manager, Many Rivers	Panellist
	Caroline Spotswood , Head of Service, Riawunna, University of Tasmania	Panellist
<i>Workshop: Design Thinking</i>	Simon Tyrrell , Chief Strategy and Innovation Officer, LiveTiles	Presenter
<i>Leadership story</i>	Adam Blake , Joint Chief Executive Officer, Blundstone	Presenter



TLP15 Valedictory speech

Leading from the periphery

Hello, my name is Jessie Pangas and I am a reluctant Tasmanian and a reluctant leader. I come to you today from the periphery; the little rural hamlet of Gawler in the north west of our beautiful regional state of lutruwita / Tasmania, itself at the bottom of the world. So here we all are, in fact, at the edge of the world; and if you take away nothing else today I would say this, there is no better place to be.

Why? Because it is at the edge, and not the centre, where change begins.

It is my incredible privilege today to be speaking on behalf of the TLP15 graduating class. I am not going to attempt to summarise the experience that we have shared this year because it has been too rich and subtle and complex and personal to do justice to it in this moment, but I do encourage you to introduce yourself to my colleagues today, each of whom holds an incredible capacity for good for our State, and to ask them to tell you about just one thing, one experience from Tasmanian Leaders that impacted them. I guarantee you will come away richer for it. For now, and with the gracious affirmation of my cohort I am going to speak to my own experience as one prism through which to view the impact of the 2021 Tasmanian Leaders Program.

But I wonder what you think when you see me standing up here?

A small, softly spoken, salt and pepper woman.

Is Tasmanian Leaders working? Is this enough?

Do you have your doubts? Is this investment of resources well spent ...?

I am here as proof that it is.

I am someone who by default exists on the sidelines. My personality as an introvert, slow thinking, softly spoken, always ready to be wrong, combined with my gender makes that the position I default to. That is an uncomfortable truth for me, as well as our society.



I was brought up to believe that I could do anything I wanted, so it came as a great shock when I became conscious that while that is in fact true, the playing field we have all inherited remains so uneven. It takes work, it takes courage not to remain at the back of the room. So the fact that I am here today at this lectern speaking to you is itself a sign of personal growth, of which the Tasmanian Leaders Program has been a beautiful enabler.

We know that the leadership of tomorrow, the leadership of today, requires us all. Alongside the charismatic, extroverted, and masculine the world also needs the soft, quiet, steady wisdom of the introvert and the feminine to lead us through the cacophony of this moment in Earth's history. We do not need leaders that add to the clamour – we need those who can cut through the noise, creating space to breathe and think and live well. The TLP15 cohort, as I trust many of the graduates here today experienced in your own programs, represent a full spectrum of personalities, life experience and ethnic and cultural backgrounds. From corporate executives to community workers, from new Tasmanians to those whose families have lived here for generations, from brewers to soccer mums and powerlifters, from our precious six-month-old Elsie to those aged 51. This diversity may seem a simple thing, but I assure you it is not. True diversity, true community – a place where everyone is heard, everyone belongs, is one of the hardest things to cultivate. Ten years in community development has taught me this.



The Tasmanian Leaders Program is precious in that it is one of the few places in our society that nurtures this in a truly intentional way. There are not many forums left where you can enter deep conversation and learning with people who are not of your tribe. In TLP15 we achieved this and let me tell you, by the end of the year there was a whole lot of love in that room. We all experienced this privilege and now have the equal privilege of using our positions of influence and authority to cultivate that for others.

So what does this look like here in lutruwita / Tasmania?

What does it mean to be 'Tasmanian' in the world today?

For most of my life I have not known what it means, but rather have worn 'being Tasmanian' as a sort of non-identity. Something I felt ambivalent about at best, ashamed of it at worst and I know that I am not unique in this. As a small part of a young, colonised nation built on stolen ground with a harsh and punitive history, knowing who we are is a struggle for the nation. But in Tassie – everything feels magnified by the geographical isolation and distinctness – the beauty of our island, yes, but also the brutality of our history and an identity narrative which has far too often been shaped by the external gaze, by what we are not: the smallest state, the poorest state, peripheral in national narrative, insignificant in the global one.

I was born here and first left the island for the 'mainland' (itself a statement of non-identity) when I was five years old but I have always come back. As a child for holidays, of which I have fond memories of golden days of cousins, the beach, dirty camping feet and Pop's raspberry patch. As a young adult, to regroup while figuring out what on earth I was going to do next with my one precious life?

But I never thought of Tasmania as my home. This little island at the bottom of the globe, so far removed from the world it seemed irrelevant; this is not where I wanted to belong or a strategic position from which to lead a meaningful and significant life.

This was reinforced to me at the age of fourteen when my family moved overseas and most people did not even know where Tasmania was. Being a privileged, white girl in India I soon learnt to be ashamed of my country, for its colonial history, for its decadence and arrogance. I wanted to be part of the world, to do something that mattered, something meaningful not stuck in the periphery. My solution? To adopt the identity of global nomad and spend my twenties trying to finalise the separation from my country of origin and embed myself permanently overseas.

I did not succeed. I just kept ending up back here. Ironically it was on one of these failed attempts in Delhi, India that we met Constance, a wise and gentle elder from the Torres Strait and something of a prophet in the lives of my partner and I. We were doing a course on poverty together and she asked us what we were doing in India?! They told us that we should be learning about our own country, our own backyard. To go to the Northern Territory – so we did. Three years and a broken heart later I finally understood what it means to be Australian. Something we are not taught in school. What it really means to live here, to belong to this land. The Yolngu of north east Arnhem Land were my teachers in this. They brought me home to the beauty, the richness and the pain that it is to be Australian. This time when I came back to Tasmania I had made peace with who I am / who we are and where we have come from as a nation – so ancient and yet so young, powerful as well as incredibly fragile, so familiar and so uncomfortable and still unfolding.

What I did not expect was that this land already knew me. That I already had roots here that I did not know existed and that it was my global nomad identity that was the sham – this is where I belong. This is where my life makes sense.

I have been living here for eight years now and it has been nothing but a gift and I can tell you without shame that I am in love. I am in love with this place.

My brother's generation was the first one I witnessed to graduate from high school never doubting this, not having to flee for opportunity, and that has been a beautiful shift to witness. We now know how relevant Tasmania is to the world, the world knows. We have what the world needs – silence, space, stillness and coolness. These are the rare commodities of the future on Earth, and we have them all. It is precisely because we have been on the periphery that Tasmania has become so relevant in this moment. For while the rest of the world chokes on its excess we remain rich in these resources. As Simon Current eloquently put it: "We are so far behind, we are in front." And it is our role as Tasmanian leaders to be custodians of this, in and for, the world.

But, this collective awareness of our relevance is very new, and our identity has been shaped by an external gaze and forces for so long I do not think we yet know what it really means to be Tasmanian. Or at least, we are not skilled in articulating it yet. There is much work to be done in developing our identity narrative and embodying our value in the global one and I see it as one of the central roles of the Tasmanian Leaders Program to provide a forum in which this can be explored. Not in relation to anyone or anywhere else but here, and amongst ourselves. I know I learnt a great deal about lutruwita / Tasmania from perspectives and stakeholders that I do not normally have access to, even in my own region of the north west, and I have come away with a richer, more nuanced sense of place for it.



Change begins on the edges; it is fostered in the quiet places long before it shows up in the spotlight or halls of power. So, let's cultivate and protect these places. Places like Tasmania, spaces like the Tasmanian Leaders Program that provide the opportunity for us to step away in a sustained, supportive environment and time set apart to challenge the status quo as well as for reflection and growth.

The transformation that is underway in my life, the lives of my cohort and in fifteen years of graduates of this program is rippling below the surface out into our communities in ways that for the most part cannot yet be seen or heard. Trust that quiet ripple. Tune in to that deeper vibration, hold on to that when all you can hear is a cacophony. It is an investment in the belief that Tasmanians have more to offer than we are currently experiencing. That there is a depth and breadth to this island, a wisdom that is yet to be realised. And it is a commitment to resisting the easy answers, to holding the tension and creating the space for generative growth and something good and true and real to emerge. This is what the Tasmanian Leaders Program asks of you, and the TLP15 cohort is testament to it.

Thank you.

Jessie Pangas
TLP15

TLP15 GRADUATES

Jon Anning

Strategic Advisor

Possability

On entry into the program: National Lead, NDIS Strategy

A Strategic Advisor in Possability's Operations Team, Jon ensures the organisation effectively operates in the NDIS by monitoring internal and external environmental changes and ensuring systems and processes respond to and assist in the understanding of NDIS business principles.

Jon began his career in the disability sector delivering frontline services to people with complex support needs. Prior to his current role Jon held various positions, including Operational Management / Supervision, System Development / Implementation and Business Analysis.

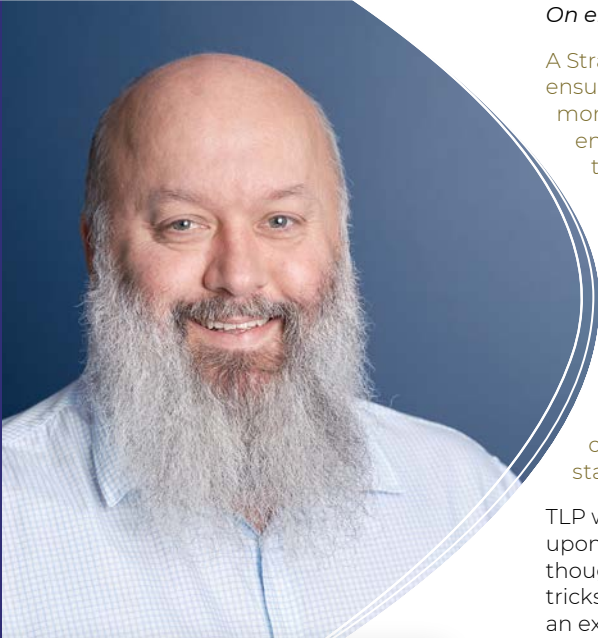
Jon is driven by ensuring that decision making and data analysis are completed with a conscience, providing an outcomes-based approach that meets the needs of all stakeholders.

TLP was a life changing journey. An adventure, embarked upon with 23 others that has impacted me more than I thought it would. I expected I would learn some 'tips and tricks' on how to BE a good leader. What I experienced was an exploration of what it MEANS to be a leader. A highlight for me was a weekend focused on Community. The site visits introduced me to a world I did not understand, and I found the session on courage, creativity, and conscience particularly engaging. I developed a renewed appreciation of the state and the energetic vibrancy that simmers beneath its surface. The leadership stories, the people, and the focus on what is happening has grown a new-found patriotism of Tasmania, its people and land, that will drive me to make a difference. The connections I have made are strong. The laughs, emotions, and the learning we experienced together have influenced me immensely.

As I move out of the formal part of TLP15 I will continue to let the journey 'marinate' while I fully process the experience. Starting with a focus on the importance of self-awareness and the ability to develop a broader perspective by 'watching from the balcony' what is happening around me. I will continue to make a positive impact on those around me and ensure I do so in a manner that encourages them to influence others. My challenge is to find a pathway to do this for those that are not immediately close. A key learning from the program is that I can make an impact when I am out of my comfort zone. As a direct result of TLP, Possability are experiencing a better version of me. Someone less focused on solving problems and more focused on building capability and influencing future direction. Recognising strengths and inspiring others to lead us through the challenging landscape of the future.

“As a direct result of TLP, Possability are experiencing a better version of me. Someone less focused on solving problems and more focused on building capability and influencing future direction.”

JON ANNING



David Atchison

Mining Market Lead

pitt&sherry

David commenced his career working as a geologist for several years before studying finance and moving into business development. For the last decade David has developed business opportunities throughout Australia, Asia and the Middle East which has given him an appreciation for working with different cultures and the importance of building sustainable values-based relationships with clients and stakeholders. In his current role David is responsible for growing pitt&sherry's national mining business as it expands into new markets and regions, and he is excited by the role mining plays in helping build a sustainable future. Having recently returned to Tasmania after living in Western Australia David is committed to being part of the state's exciting future and to using his skills and experience to contribute to its prosperity.

My interest in applying for the program was countered by some self-doubt – why would I be accepted into the program when there are so many amazing people vying for a position? Completing the program has given me clarity, purpose and confidence, and I now better understand my own capacity for leadership. Getting to know the other participants, all motivated to further themselves and understand their own capacity for leadership, and watching them develop throughout the year has been a highlight. The program's purpose, structure and content has enabled us to experience, gain insights and develop an understanding of the challenges and possibilities before us. Exploring the island's unique offerings in a changing world, while respectfully reflecting on our history and lessons for the future, has been an important part of the program.

After years in management roles I had become curious about adaptive leadership so I was totally ready for this experience. The program has given me a greater understanding of what it means to be a leader in business and the community, as well as reinforcing our ability to influence positive change for those who are less privileged. Building on the confidence the program has given me I now embrace challenges using skills and experiences gained throughout the year. I understand my leadership style and capacity to lead, my strengths and areas for development. I have learnt the art of asking questions, listening more and exploring tension. Learning about the state, its history and possibilities for the future has given me an appreciation for our island state. I am extremely grateful for this opportunity and hope to make the most of it.



DAVID ATCHISON



“Completing the program has given me clarity, purpose and confidence, and I now better understand my own capacity for leadership.”

Blaze Barker

Food Safety Quality Assurance Manager

JBS Australia Pty Limited – Longford

Blaze is the current Food Safety Quality Assurance Manager at JBS Longford where she develops and oversees the companies compliance to regulatory and customer requirements, food safety, product quality and animal welfare. She has been employed at the Longford site for fifteen years, commencing her employment during the school holidays, resulting in ongoing formal training, career progression and leadership opportunities throughout various aspects of the business. She is passionate about the internal development and growth of those she works alongside, as well as showcasing the high-quality products derived from Tasmania. She is readily involved in various community organisations, with local youth development programs being her primary interest.

TLP15 allowed me to take time away from my current everyday roles and responsibilities and allowed me to truly immerse myself in the program. I was able to explore and define my values and passions and where I want to make a difference. TLP has equipped me with the skills and tools to truly challenge myself to shape my professional career as well as defining ways I can contribute to my community. The incredible work being undertaken around our beautiful state amazed and inspired me. Each month I learnt more about the challenges and opportunities we face as a community. At times, I found the program challenging, but I knew that to continue to grow I must seek and lean into those challenges. TLP taught me that everyone's journey and life experiences are different and that there are many different ways, shapes and forms of leadership, and that is exactly what we need to create change.

My world has been expanded by the amazing experiences and people I have been fortunate enough to meet along this journey. I am still reflecting and processing all the valuable content shared with us. TLP has given me clarity regarding where I see myself in the future and given me the courage to take the next necessary steps to achieve this. I hope to embed my learnings into my day-to-day life and evolve as a positive leader. I look forward to bringing the skills I have learnt into my organisation to encourage others to explore their own leadership styles and create a safe space for sharing and learning. TLP has given me confidence and renewed enthusiasm for what our beautiful part of the world has to offer. I leave the program excited, knowing that my TLP journey is not over, as it will forever continue to shape my future and Tasmania's.

“ I leave the program excited, knowing that my TLP journey is not over, as it will forever continue to shape my future and Tasmania's.”



Kate Beven

General Manager People & Culture

The Hobart Clinic

Kate is a senior people and culture professional having worked across construction, education and health industries. In addition Kate is a board member for Meals on Wheels Tasmania and is a part owner of Lost Pippin Cider. Kate enjoys being able to positively influence the employee experience and coach managers to build capacity and capability of their people, therefore increasing employee engagement and productivity. Kate has also held general management and project management roles enabling a well-rounded and commercial strategic perspective.

TLP has been an amazing experience, yet one which is difficult to articulate to the uninitiated. We have embarked on a year of self-discovery, we have learnt a lot about ourselves and others – our biases, our privileges and our blind spots. This year has left us with a much wider perspective with which to live our best conscientious lives. But it was not always easy. Our perspectives were often challenged, we were put in situations that made us uncomfortable and we were forced to face those discomforts head on. The connections we formed with each other by the end were so strong that we each felt incredibly supported to be able to overcome those challenges together. We saw things and met people that we would not have otherwise had the opportunity to. We all feel very privileged to have been a part of this program and leave it with our eyes wide open and some deep seeded, long lasting friendships.

Having finished the program I will approach all aspects of life with a wider perspective. I will seek to fully understand other peoples perspectives and why they might be different from mine. I will be less blinded by my privileges and work hard to share those privileges with those around me. I have no grand plans to change the world in a radical way, but want to be a better person and a better leader when I have the opportunity to positively influence situations or other people. I lead a busy and full life, and I look forward to being able to call on my TLP family in the future to keep me on track and doing the best I can do in each situation I find myself in. And I look forward to being able to return the favour so we can collectively make a difference to those around us, our communities and Tasmania.

“ I will be less blinded by my privileges and work hard to share those privileges with those around me.”



KATE BEVEN



Tim Byrne

Group Program Manager

RACT

On entry into the program: IT Service Delivery Manager

As an emerging leader at the RACT Tim has progressed from his initial role as Technical Project Manager for the IT department, through to the Group Program Manager for the entire organisation.

His history in the information technology industry both in Australia and abroad have provided a solid foundation for stakeholder engagement and ensuring all aspects of a change are considered. His caring and approachable nature is backed by his attention for detail and process with a strong driver to deliver.

For me TLP has been a continuation in self-discovery and leadership training but also an accelerated deep dive into the Tasmanian economy and community that I do not believe I otherwise could have accessed.

Understanding the issues that can impact our state, and the potential role I can play in addressing those within my chosen career has inspired me to make a position change during the course of the program. A turning point for me was during the final months of the program whilst talking to my executive coach about why I make decisions, and what is important to me. This has opened up ideas and other ways I will approach my life both professionally and personally.

TLP has provided me with an insight in to how I can potentially make a difference to Tasmania. It has helped me understand what is important to me and how that can be aligned to benefit those around me. I will continue to practice techniques and methods learned during TLP within my workplace to ensure that as an organisation we continue to question why we do what we do, and how we are benefiting the people of Tasmania. My journey to becoming an impactful leader will continue as I look to develop skills and further my knowledge.



“ I will continue to practice techniques and methods learned during TLP within my workplace to ensure that as an organisation we continue to question why we do what we do, and how we are benefiting the people of Tasmania.”

Kristen Desmond

Manager – People, Performance and Governance

George Town Council

On entry into the program: Assistant Director – Enforcement, Fair Work Ombudsman

Kristen is a people leader who is passionate about achieving results by empowering her team to fulfill their potential. She prides herself on her ability to mentor her team about the importance of continued professional development. Kristen worked for the Fair Work Ombudsman between 2011 and 2021 and played a key role in ensuring that workplaces nationally complied with their employee obligations. Kristen is also a passionate advocate for students with disability and their right to an inclusive education. Kristen was a Tasmanian State finalist in the 2014 Australian of the Year Awards and was named Launceston's Citizen of the Year in 2016. Kristen has recently commenced a new role in local government at George Town Council which sees her combine her passion for managing people and her passion for her local community.

For me the TLP experience was one of self-awareness. I gained a better view of my leadership style and understanding of why I make the decisions I make. It has taught me that I need to reflect more or do less. It takes time to see the big picture and I need to stop and pay attention before taking action. The TLP journey was powerful and gave me both the opportunity to grow, and learn from an amazing cohort of diverse leaders that made up TLP15. One of my aims for TLP was to work less by myself and network more. I now have the most amazing network (and friendships) that I know will not only support me but challenge me as my career progresses. The respect shown to different peoples views allowed me to grow and to better understand who I was as a leader while the executive coaching enabled me to consolidate the insights I have received. The whole experience surpassed my expectations.

TLP has given me so many skills to practice but most of all it has given me insight into myself and what leadership means to me. I have the opportunity to put these skills into practice in my new role at George Town Council. I also have a network of changemakers who I know I can turn to as I continue my advocacy journey. The program has and will continue to positively impact both my work and family life. It is hard to articulate just how much of a journey it has been and I am excited to see where the next part of my career takes me.



KRISTEN DESMOND



“The whole experience surpassed my expectations. TLP has given me so many skills to practice but most of all it has given me insight into myself and what leadership means to me.”

Simon Gates

Barrister, President of the Law Society of Tasmania

Chair of the Law Society's Wellbeing Committee, Law Society of Tasmania

Simon is the President of the Law Society of Tasmania and a barrister at the Tasmanian Independent Bar. He is also the inaugural Chair of the Law Society's Wellbeing Committee. Prior to being called to the Bar, Simon was a Partner at McLean, McKenzie and Topfer Barristers and Solicitors in Burnie.

Simon was formerly Senior Legal Advisor (2012-2013) and Legal Advisor (2011) to the Tasmanian State Attorney-General and Crown Counsel in the Office of the Solicitor-General between 2007 and 2011, acting as Junior Counsel for the State in a number of High Court Constitutional Law cases. Simon lived and worked in East Timor in 2005 and 2006, working primarily as a legal and policy advisor in the minerals, oil and gas sector for the Timor-Leste Government. Simon is married with three children and in his spare time enjoys fly fishing and running.

In a year of considerable professional change for me, the Tasmanian Leaders Program has provided me with the insights and a framework for charting a new direction. It has encouraged me to consider how my professional choices can best effect positive change for Tasmania. Importantly, I gained an amazing support network of friends and peers that have encouraged me to be confident and brave. I better understand both my strengths and weaknesses which will help me bring my best to current and future roles and to choose the right roles in which I can thrive. I learned a lot about myself and others. I think it will be some time before I am able to fully process and harness these learnings.

As a result of TLP I am already making career choices that will allow me to play to my strengths and to effect greater positive change in the world. My five-year goal is to push for legislative reform around the way in which the law deals with workplace psychological injuries. Tasmanian Leaders has helped me plan for and consider the ways to achieve this and has brought me in contact with networks of people that will support these changes. I am also working towards improving the wellbeing of lawyers practising in Tasmania. With the new skills and knowledge and especially the confidence that TLP has given me, I look forward to working with the Wellbeing Committee of the Law Society to achieving this. Finally, TLP has helped give me the confidence and skills to defend the State's legal system from current threats to public confidence in the rule of law and its future integrity.

“TLP has helped give me the confidence and skills to defend the State's legal system from current threats to public confidence in the rule of law and its future integrity.”



Harpreet Gill

Manager, Global Education

Department of State Growth

On entry into the program: Acting Manager, Global Education

Harpreet manages the global education portfolio, a key services export, for the Department of State Growth. She has been with the Tasmanian Government for over four years, previously working in Migration Tasmania. Prior to joining the government, Harpreet worked in commercial and property law in the private sector. She was also a former international student and alumni of the University of Tasmania having completed an arts law degree and a business administration degree. In 2018, Harpreet was a delegate at the Young Diplomats Forum held in Malaysia and in 2019, Harpreet was awarded the Institute for Public Administration Australia (IPAA) Public Sector Young Professional of the Year award. Harpreet has a keen interest in international relations and community engagement, and is focused on strengthening her leadership skills and networks to contribute positively to Tasmania.

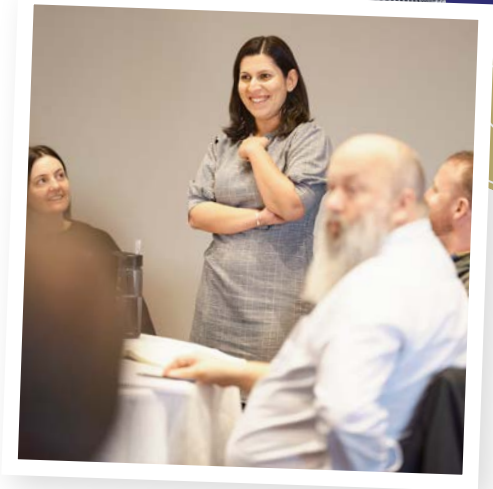
Through the program I have found lifelong friendships, a deeper understanding of myself and my abilities, and a better understanding of Tasmania. I found the experience engaging and refreshing. The program was not like any other program I have completed before. The content is comprehensive and has a huge focus on self-reflection giving me space and time away from my busy work schedule to focus on leadership and 'me'. I was expecting an intense program but was not expecting the connections that I made with other participants and the community. It was an absolute privilege to be surrounded by inspirational people for the duration of the program and beyond. Thank you TLP.

After the program, one of the first things I will do is to find a way to better highlight the benefits of cultural diversity and increase the cultural diversity within government. Tasmania is becoming more and more multicultural and our public service needs to reflect that. My department has a strong focus on diversity and inclusion but there are still barriers that culturally and linguistically diverse (CALD) people face when going through recruitment processes. The barriers include lack of role models, language difficulties and lack of understanding of government processes etc. I am fortunate that in my role, I engage with the CALD community regularly and am in a good position to influence this change. Through TLP and my working experience, I have seen the benefit that diversity brings to a group or organisation and would like to positively contribute to Tasmania through that lens.

“ I found the experience engaging and refreshing... giving me space and time away from my busy work schedule to focus on leadership and me.”



HARPREET GILL



Hannah Gray

Corporate Affairs and Communications Group Manager

Federal Group

Hannah is a communications and corporate affairs professional, with experience in media, government, tourism, hospitality and gaming sectors. She gets a kick out of generating ideas, maximising opportunities, solving problems and having fun along the way. Hannah started her career investigating leads and breaking news in papers across Queensland. Since moving to Tasmania in 2009, she has worked at The Mercury Newspaper and as Premier Will Hodgman's Senior Adviser for Tourism, Hospitality and Events. In her current role, Hannah is responsible for stakeholder management, communications, media relations and community engagement; connecting Federal Group with its more than 2,000 employees, community partners, industry and government stakeholders. Hannah has strong negotiation and leadership skills; thrives in high-pressure, fast-paced work environments, and loves trying new things.

I anticipated an instructive program that would provide me with some handy management tools. What unfolded was an investigation into the deep-seated issues impacting Tasmania and an exploration of my personal values, behaviours and strengths. The things I learned resulted in an unshakable, annoying sense of discomfort. It took longer than it probably should have to appreciate the discomfort was intentional, and the genesis for change and growth. Some experiences will stick with me for life, such as the conversation with prison inmates struggling with alcoholism and recidivism, which left me wondering 'what's the circuit breaker'? The program felt deeply personal, yet at the same time, gratifyingly collaborative, and I am extremely grateful for the friendships created. The program forced introspection, and encouraged questions, which is lucky, because I have always got plenty.

Leaving the final residential felt like Bambi taking his first steps into a brave new world. There was sadness at the journey ending; apprehension living up to self-imposed expectations; optimism and gratitude.

I finished the year with a greater understanding of my ability to bring people together, make things happen, and generate ideas and strategies. I am far more discerning about where I focus my energy, personally and professionally. Importantly the program demonstrated that a single person can make a difference, and in fact, it is often the smallest actions that have the biggest impact. Before entering the program, I mused over an idea that I always filed in the 'too hard' draw. Throughout the year, I kept pulling it out of the draw and, instead of seeing it as 'too hard', I started to wonder 'what if?'.

Now I have locked in some solid first steps to make it happen.

“ The program felt deeply personal, yet at the same time, gratifyingly collaborative, and I am extremely grateful for the friendships created.”



Tania Harvey

Director, North, Infrastructure Services and Development

University of Tasmania

Tania has worked in a variety of roles predominately in the higher education sector for the past thirty years. In her tenure at UTAS she managed the on campus student accommodation in the north for ten years before moving into her current role as Director, North in Infrastructure Services and Development (ISD) at UTAS. This role is a generalist role working across a number of diverse portfolios including commercial services, space management, capital works projects, sustainability, maintenance and facilities. She has been actively involved in the Northern Transformation Program as the key person for ISD in the north, she provides advice, facilitates connection and maintains key stakeholder relationships within the University as it designs and constructs its new campuses in Launceston and Burnie and reimagines its Newnham campus.

TLP provided me with a unique opportunity to immerse myself in a program that took me outside of my workplace (and life) and the time and space to take a deep drive into examining myself, my leadership style – how I function in my team, my workplace and society. It encouraged (and supported) me to look more widely at the world in terms of my place in it, the role I take, the values I hold and how I can contribute in the everyday in a more holistic and positive way. I found that the learnings from the program (both formal and informal) to be as diverse as the range of theories, experiences, presenters, and topics that we covered. The incredible speakers, facilitators and participants who offered their insight and knowledge and who presented diverse and sometime divergent materials – made the conversations that followed rich, sometimes challenging but always enlightening.

In reflecting on the journey, I have found that while there was no earth-shattering ah-ha moment for me during the program, the knowledge and learnings that I have taken to my life and workplace have had a deeply impactful effect on how I view myself in the world, my work and my personal relationships. I have found that small changes have 'crept' into the everyday, a decision here, a response there and taking a chance that perhaps before the program I would not have taken. I believe that moving forward I will be more conscious of what the experience has given me, as while it feels like a slow burn now – it has certainly ignited (or perhaps re-ignited) a sense of delight in exploring more widely what the next steps may be for me.



TANIA HARVEY



“It encouraged (and supported) me to look more widely at the world in terms of my place in it, the role I take, the values I hold and how I can contribute in the everyday in a more holistic and positive way.”



James Holden

Marketing Manager

Department of Education

James is passionate about Tasmania embracing global opportunities and connections. He grew up on the North-West Coast before studying and working across Austria, Indonesia and Italy. James is a qualified language teacher and previously completed the Teach for Australia program, whereby he taught Indonesian and German in low socio-economic schools in Victoria. James has worked across multiple government agencies with a focus on international trade and education, and is currently the Marketing Manager for Tasmanian Government Education and Training International (GETI), who lead the international programs in TasTAFE and in Tasmanian Government schools. He is committed to providing opportunities for Tasmanian learners to develop intercultural skills and understanding so that they can thrive in an increasingly globalised world.

I came into the program naively expecting that it was primarily a 'toolkit' of leadership tips and tricks. What I did not expect was; 1) The depth of personal discovery and self-awareness; 2) The immense learning and satisfaction from sharing this experience with other exceptional individuals, and; 3) The introduction into unknown or underappreciated industries, themes and champions across Tasmania. The highlight of the program for me was the learning and discovery from bringing such diverse people together. I was exposed to polarising thinking and learning styles, values and skillsets. I learnt to appreciate them and their situational advantages in ways I had never previously imagined. There was such a profound growth of understanding of myself and others, the way that we perceive the world and how these differences shape our communication.

I finish the program more conscious of myself, of others and of Tasmania – the good and the bad. I finish the program inspired by the stories of people we have met who never set out to be Tasmanian leaders, but achieved and continue to achieve incredible things. I am more committed to our island and making a difference in a way that I could never have grasped before undertaking TLP. I want to continue to build connections between Tasmania and the outside world, as well as pursue improving the educational outcomes of Tasmanian Aboriginal learners. My leadership journey feels supported by the relationships I have made in this program and our shared commitment to change things one conversation at a time. I feel incredible grateful for this opportunity and know that while the program may be over, the real journey is only beginning!

“There was such a profound growth of understanding of myself and others, the way that we perceive the world and how these differences shape our communication. I finish the program inspired by the stories of people we have met who never set out to be Tasmanian leaders, but achieved and continue to achieve incredible things.”



Bree Hunter

Project Officer – Open Space Planning

City of Hobart

Bree is an energetic optimist who looks for opportunities around every corner. She loves learning about people and the experiences that have shaped them. Her life started in southern California where at a young age she realised that being surrounded by concrete and expansive highways was not conducive to the life she wanted to live. Once she was old enough to escape, her curiosity led her to New Zealand where she worked with endemic species in the far south. Her love of working on remote islands led her to Macquarie Island, where she met a lovely Tasmanian man. She never envisioned becoming a wife and mother but is extremely appreciative to have taken on these roles. She now works in open space planning where her combined passion for people and place is able to come to life. Bree is also an engaged community member of Clarence, where she is active in multiple volunteer organisations. Her vision is for Clarence to be a connected and sustainable city, both now and into the future.

I came into the program as a self-funded participant, in the hopes that I would leave the program with clarity and courage to run for the position of Deputy Mayor and Alderman for Clarence City Council. However, what I gained was far more than I had ever anticipated! I will never forget how nervous I was driving to Strahan for the first Residential, knowing that I would soon meet 23 extremely clever and motivated individuals. I seriously doubted whether I was worthy enough to be amongst such amazing people. The irony was that everyone doubted themselves in the same way! This was merely the beginning of a brilliantly choreographed journey that led me down an exquisite path that I never knew existed. I had not expected the program content to make me feel so uncomfortable, or that it would cause me to cry as much as I did. I now realise that the uneasiness I had felt was the feeling of me changing.

Our community is crying out for curious and compassionate leaders. I therefore ask people, "How can you expect things to change if you are not willing to step up to the plate? What if everyone feels like you, what then?" I know I am only one person but if not me, then who? Even if I try and fail, I believe my efforts will create a path for others to follow in the future because if I can do it, anyone can! I do not have all the answers, but what I do have is the courage, determination and perseverance to give my dreams a damn good go. Moving forward, I endeavour to move from the ways of the quietly determined river guide towards those of the courageous community alchemist. There is no doubt that I am a different person because of TLP and I am more determined than ever to put my hand up to run for Clarence City Council.

“ I had not expected to feel so uncomfortable throughout the year, nor as many tears. However, I now realise that the uneasiness I was feeling was merely my personal transformation taking place.”



BREE HUNTER



Alex Leith

Assistant Director, Digital Earth Africa Technologies

Geoscience Australia

Alex is a geospatial professional with extensive experience in software development, cloud infrastructure and project management. Alex is a founding Director of OSGeo Oceania and has spent time volunteering for the Surveying and Spatial Sciences Institute, GovHack, GeoRabble and gets paid in stickers to do GeoHipster interviews. When not writing code, or at least talking to people about writing code, he shares care of his three children and loves a great craft beer. Alex works at Geoscience Australia, leading a team of software engineers and data wranglers helping people to more easily access and analyse vast quantities of Earth observation data.

I did not know what to expect when commencing the Tasmanian Leaders Program, but I had heard great things. The experience was not anything like what I thought it might be, though, and I learnt a lot about myself, about Tasmania and about our place in this community. One of the sessions that sticks in my mind was the Linking Session on innovation, which was held in Burnie. This is not a place I would have thought of as an innovative space, but I was proven wrong and in particular, Clynton Jaffray's Lean workshop was excellent and has already impacted the way I think about work. Since I work in technology, I know that agile and Lean ideas originated from industry, but my biases would have prevented me from actually seeking knowledge from there. The identification and destruction of biases has been a key learning from TLP for me.

I am determined to contribute to the Tasmanian community as a result of my participation in TLP. I will be more respectful of the differences in how other people think, work and live, thanks to the personality profiling exercises we did and all the discussions we have had. I will strive to be a positive influence in life, from personal to professional relationships, and have a renewed confidence in calling out inappropriate behaviour when I see it. I will keep up with the friends I made through the program. Seeing them already begin to make large and small decisions about their lives is inspiring. One of the things that sunk in from the last residential is the discussion on what people say they most regret when they are close to death, and one of the things they say is that they wish they did not work so hard. So, my commitment to you is that I will work smarter and not harder, and I will stop and smell the daisies.

“The identification and destruction of biases has been a key learning from TLP for me.”



Lisa Lods

Business Manager

Essential Oils of Tasmania

With a chemical engineering background and 25+ years in the essential oils and personal care industry, US born, Lisa has worked globally in developing, marketing and sales of ingredients and products. Lisa heads the commercial and business aspects of Essential Oils of Tasmania. With focus and integrity, she is highly engaged and adaptable. Both in work and life, she strives to develop strong relationships, embraces diversity in ideas and enjoys looking for common bonds that bring people together. She is most simply passionate about transporting the curious to Tasmania through her agribusiness experience of unique and innovative flavours, aromas and extracts. The products she works with are impactful to the senses in sight (beautiful fields of Tasmanian foliage), taste (pure oil flavours) and aroma (fragrant plant essences) that are part of the 'magic' that defines our incredible State.

What an amazing year it has been! So many moments that spring to mind but I think the aspect that stands out the most for me was the engaging people in the TLP15 cohort, the quality of the sessions and the knowledge delivered. Being part of a group of diverse professional and personal backgrounds working together to better ourselves, our organisations and Tasmania, was definitely defining and motivating. The excitement and brain energy that always filled the air when we were together was electric. TLP has expanded my skill set, network and challenged me to look at things differently. TLP has not disappointed and I will be forever grateful for the opportunity to be part of this inspiring and amazing leadership community. I would like to take this opportunity to thank everyone who has supported my journey.

As I reflect, I write with mixed emotion, sad the year is over but excited for the continued journey that Tasmanian Leaders will keep me on. I come back to my reason for applying. One of my absolute passions, and why I have chosen to live in this wonderful place, is to be able to take 'Tasmania' to the world. I want to help capitalise and leverage the natural assets that Tasmania has and assist in putting Tassie's economy in the best position possible, at least in the sectors I work within. On the surface my company's primary sector is manufacturing but delving down it is bringing community support in areas of agriculture, innovation, science, education, retail, and tourism... armed with an expanding network, new skills and mindset from TLP, the adventure, challenges and opportunity that lay ahead is certainly a journey that does not end, and that is the really exciting part!



LISA LODS



“The excitement and brain energy that always filled the air when we were together was electric.”



Robert Maher

Head of Technical

Australian Maritime Safety Authority

Rob is an experienced leader within Australia's maritime regulation sector with a practical industry background. Within the Australian Maritime Safety Authority (AMSA), Rob leads the technical area for vessel safety overseeing around 300 accredited marine surveyors, with ten direct reports.

The National System for Domestic Commercial Vessels consists of business owners, operating approximately 27,000 commercial vessels, and has been an Australian government national reform project. Rob is responsible for, or a critical contributor and influencer, to numerous programs and projects required to support development and implementation of this system. Rob's team is geographically dispersed across seven office locations and three time zones, which presents unique leadership challenges (less unique now many of us are working from home due to Covid-19).

TLP has helped me redefine leadership around a wider, more community and outcomes based focus. It did so by exploring the many facets of life that present challenges to our society. This helped me understand that my role as a leader does not need to solely be focused on work or corporate progression. Moreover, that the problems and challenges of the work place, which can be so all consuming, are less important to me than the difference I can make with family, friends and community. TLP opened my eyes to the opportunities to make a difference in Tasmania through a whole raft of different avenues I never knew existed.

I plan to continue my Tasmanian leadership journey, working closely with community groups I am a member of, such as the Glenorchy City Concert Brass Band. I have learnt that it takes all of us, making differences where we can, when we can, to change the world. As a part of my TLP journey I also realised that I am interested in sustainability and sustainable development. TLP helped me to make contacts and reach out to community groups to offer my time as a volunteer. TLP, the tools, ideas, and friends I have made through the program will stay with me forever.

“TLP has helped me redefine leadership around a wider, more community and outcomes based focus.”



Richard Morgan

Owner and Manager

Motel Strahan

During his 25 years as an owner-operator in the tourism sector, Richard has been an active contributor to the tourism community. He was a founding member of West Coast Tourism and was involved in the winning conceptual proposal for 'Tasmania's Next Iconic Walk', featuring Mt Owen. He Chairs Active Strahan and presided over the development of the Ocean Beach trail; a multi-use track that links the town to Ocean Beach. Active Strahan is also responsible for the annual Beach to Bay fun run.

For three years, Richard was involved in hospitality training of West Coast students, which culminated in several black-tie events showcasing their talents. He has also been involved in the assessment and awarding of grants from the Federal Government Community fund. Throughout his tourism career, Richard has been pro-active in the promotion of the State via Tourism Tasmania Roadshows and industry events for visiting journalists and international trade. Richard joined Tasmanian Leaders Program upon the completion of the Leading Change in the West 2019 Program and the 2020 I-LEAD program. His personal interests include, travel, food, wine, arts and wherever possible a combination of all the above, in the company of good friends and family.

The 2021 Tasmanian Leaders experience has been a very memorable journey through what has been an extremely challenging time, particularly for small business. TLP was inspiring, exciting and at times very challenging. The diversity within the group exposed me to new ideas and I am grateful to have had the opportunity to be involved. The program gave me the chance to step away from my business to learn new skills, alongside other Tasmanian leaders, with great Linking Sessions and inspiring speakers throughout the year.

“The program gave me the chance to step away from my business to learn new skills, alongside other Tasmanian leaders, with great Linking Sessions and inspiring speakers throughout the year.”



RICHARD MORGAN



Jessie Pangas

Manager – Arts and Culture

HIVE – Central Coast Council

On entry into the program: Self-employed artist and cultural producer

Jessie is an artist and cultural producer who fosters creativity and connection through studio and community-based projects and events. Working in the Tasmanian arts industry for the past ten years Jessie has held a number of formal roles and collaborated on significant projects with organisations including Ten Days on the Island, Big hART, Urban Theatre Projects and The Song Room. Jessie is currently employed as Manager – Arts and Culture for the Central Coast Council where she is overseeing the implementation of their bold new cultural precinct, HIVE. Jessie is also a founding member of the Arts and Culture Working Group, Cradle Coast Authority, a member of the Cultural and Creative Industries Expert Register, Arts Tasmania and the Regional Art Fund Peer Register.

TLP provided me with the sustained, supportive environment and time set apart to consolidate the learning that was already underway in my life; to examine and clarify my choices and trajectory, to gain greater insight into my personality, strengths and growth edges. Through it I have learnt a great deal about lutruwita Tasmania from perspectives and stakeholders that I do not normally have access to, even here in my own region of the North West. And all of this with a beautiful bunch of people who I would never have had the privilege to meet, despite our shared island existence, people who come from such a diverse range of industries and experiences. And I am richer for it. If I had to sum up my experience of Tasmanian Leaders in one word it would be: clarifying.

With a background in grass roots community development and the arts, where formal leadership opportunities are extremely rare and much of my work has been self-funded, voluntary or contractual I was not even sure if I was 'allowed' to call myself a leader. As a result of the program I no longer question this; I am more sure than I have ever been of who I am and what I am good at.

I know I am a leader and I have secured a formal position of authority in which to practice that craft.

As an artist I seek to cultivate a quieter, slower presence, making room for forgotten meanings and unheard voices. I now see my leadership practice in the same way and I will continue to seek to create and hold space to nurture the quite voices hiding in unexpected places and foster connection, creativity and growth.

“ If I had to sum up my experience of Tasmanian Leaders in one word it would be: clarifying.”



Jessica Phillips

Manager Business Improvement & Information Services

Tasmanian Ports Corporation Pty Ltd

Growing up in a small country town where her parents were the publicans for 28 years of her life, it is no wonder Jessica is intrigued by people and their stories. She is a big believer that if you take the time to genuinely listen and have a meaningful chat, you will learn so much. Jessica commenced her career at KPMG working in business advisory. Jessica moved into industry joining TasPorts where she has spent nearly twelve years in the diverse ports and maritime industry, expanding on and gaining exposure to several other Tasmanian industry sectors. Curious to understand the people, processes and systems that sit behind the numbers, Jessica has naturally found herself being the bridge between the operational and technology sides of the business, understanding opportunities or challenges and leading to find and implement solutions to improve or revolutionise business operations.

Driving to the opening residential in Strahan, I recall the breathtaking landscape feeling so grand and enormous, making me feel so tiny. I wondered how I could ever make a meaningful difference in this big, beautiful world of ours. TLP15 has provided me with an insightful and thought-provoking year, showing how innovative and community focussed our Apple Isle is, but also brought to the forefront the challenging and sensitive issues we face. Hearing from proud, passionate and inspirational leaders, along with getting to see and experience community and business places really cemented the importance of one's sense of place, community and connection. It is from these experiences that it really hit home how small and collective actions can make a big impact. I am grateful to have had the luxury to learn and reflect with a welcoming and fun cohort each month

TLP15 has guided and challenged me to look deep inside myself. I now truly understand my core values and what drives them. Pairing this with gaining a greater appreciation for my personal leadership style along with building on my leadership skills, I am confident and excited to navigate my professional and personal life with true purpose and not lose sight of what matters to me. TLP15 gave me the courage I needed to get involved with my immediate community. I am now involved and contributing to meaningful change whilst getting a chance to make new connections in my community. I have a great desire to explore and learn about our great land so that I can share these experiences to inspire and educate others to create positive change through what I do. I know TLP15 will sit with me for years to come, with different parts of it making each chapter of my leadership story richer.



JESSICA PHILLIPS



“TLP15 gave me the courage I needed to get involved with my immediate community. I am now involved and contributing to meaningful change.”



Juma Piri Piri

President Sudanese Community Launceston Inc

Sudanese Community Launceston Inc

Juma worked for the United Nations and the International Rescue committee. He completed a Bachelor of Social in Public Policy and a Bachelor of Health and Human Services (Leadership) Professional Honours. Juma has worked at the Launceston General Hospital, Alcohol and Drug Services North, and in Papua New Guinea. Juma consults in community capacity building through leadership, good governance, project management, peace building and conflict resolution and is passionate about people. His various community roles include President Sudanese Community Launceston, Founder / National President of the Federation of Equatoria Community Association in Australia (FECAA), President of Young Seeds Foundation of Tasmania (YSF), President African Community Council of Tasmania (ACCT), Principal Correspondent for Tassie Diverse Newspaper in Northern Tasmania, Delegate to the United Nation Security Council, Inaugural Chair Refugee Communities Association of Australasia (RCAA), Deputy Treasurer Federation of African Communities Council of Australia (FACCA), and Founder Federation of Equatoria Community Association in Australia (FECAA) Radio, Founder / Director Piri Piri Marketing Hub, and Managing Director Re.Connect Support Services.

TLP is an important program to raise my visibility and to connect and involve me with the wider community. Through the TLP experience I now go to the community rather than expecting them to come to me. Without this connection, I would not stand out. Being able to establish this connection through TLP 2021 has enabled me to do more than just exist within the community, it allows me to flourish. Much like the idea that it takes a village to raise a child, it can be said that it takes a community to raise a freelancer. And it takes the freelancer nurturing that relationship with the community to help them stand out among the masses. TLP have shown me my ability to 'stand out' by being involved and committed to be part of positive change.

When I looked back at the first day of my TLP program up to where I am now, I think I have learnt a lot from my colleagues, presenters, and most importantly from Angela, Lynda and Bob during the Residential and Linking Sessions. TLP also gave me advanced interpersonal of engaging with people in a professional manner. I do believe that I have learnt a lot and had the best opportunity in my lifetime to build confidence to attract possibility in the future.

TLP has provided me with a lifeline, a visionary, deep thinking, commitment to the foundation of human rights. From here I will be active in advocating for others on range of policies both politically, socially and economically. I will always be passionate about capacity building within community where I live in Australia to ensure that I play my role as a citizen.



“TLP has provided me with a lifeline, a visionary, deep thinking, commitment to the foundation of human rights.”

Jarred Ranson

Team Leader Strategy, Economic Development and Analytics

City of Launceston

Jarred is a supportive and innovative leader in local government, who values making a difference in the lives of Tasmanians. Jarred is the Team Leader of Strategy, Economic Development and Analytics at the City of Launceston, where his work centres around transformative, future-focused projects including the Launceston City Deal, the Greater Launceston Transformation Project, and the development of Launceston as a Smart City. As a leader Jarred's strengths lie in dealing with complexity, adapting to dynamic and changing situations, and generating creative solutions to new problems. Jarred values learning and personal growth, and strives to build capacity in the teams and organisations he works with. Outside of local government, Jarred is the co-founder of Modus Performance and is currently a board director of the Northern Young Professionals Network.

I have lived in lutruwita / Tasmania for my whole life. The Tasmanian Leaders Program has shown me more of the State in ten months than I had seen in my 31 years here. The program showed me a new side of our island by taking me inside people's organisations and businesses, into community spaces, across our beautiful natural landscape, and our settlements. Beyond the physical spaces, I was very privileged to hear the stories, struggles, triumphs, and challenges of many generous people who shared their experiences with us. The program inspired and challenged me, and prompted me to reflect on my own journey in life. I feel I have a much deeper understanding of lutruwita / Tasmania, the people who live here, and myself. My experience with the Tasmanian Leaders Program has forever changed the way I think and approach life.

Emerging from the journey that was TLP15, I feel more aware, connected, and grounded. Sharing the experience with 23 other amazing humans has inspired me and given me a sense of belonging. I am grateful for the opportunity to participate in the program, and I recognise the contribution of the organisations and people who supported me. I am committed to doing more for our communities and giving back to lutruwita / Tasmania. The Tasmanian Leaders Program has had a profound impact on me, broadening my understanding of leadership and relationships. Going forward, I want to use all that I have learned from the program to help my team overcome challenges and effect meaningful change.

“ I was very privileged to hear the stories, struggles, triumphs, and challenges of many generous people who shared their experiences with us.”



JARRED RANSON



Sheree Templar

Duty Manager

Ambulance Tasmania

On entry into the program: Acting Duty Manager

Sheree has worked for Ambulance Tasmania as a Paramedic since 2008, when she completed her Bachelor of Paramedicine and Internship. Following qualification, she was the recipient of the Ambulance Tasmania Sir Basil Osborne Award and in 2018 received her Ambulance Tasmania Service Medal.

Switching focus from operational paramedic a few years ago, Sheree has been working as a Duty Manager.

This role has a focus on providing management of ambulance operations within the region, tactical and short-term strategic planning, operational command and supervising the human, physical and financial resources of the region. She has furthered her studies in the areas of project management and emergency management and is now currently studying her Masters of Health Management. Sheree is passionate about improving health within the community, while also improving Ambulance Tasmania for the staff within it.

I am extremely grateful for the opportunity to have participated in the Tasmania Leaders Program. It has been one of the most challenging, yet rewarding experiences. Building strong relationships with the other amazing participants allowed a vulnerable journey of self-discovery and improvement, within the programs remarkable framework. The extraordinary people within TLP15 have encouraged and supported me to reach outside my comfort zone and inspired me to grow in areas I had not been courageous enough to grow in previously. The leadership concepts and access to the wisdom of others who see the value in development of people has been invaluable.

Completing the program has left me with a deeper awareness, understanding and a self-belief in my leadership strengths and abilities. This personal clarity and confidence will help to guide my decisions as a leader in Ambulance Tasmania; in such a dynamic and fast paced environment it is often difficult to have time for introspective analysis. The increased confidence TLP has given me has also allowed me to develop in community engagement areas I had previously not been confident enough to pursue. I hope the change and decisions I make with the knowledge and skills I have gained will improve my workplace, community projects and inspire others around me to make positive changes to themselves and to the Tasmanian Community.

“ Building strong relationships with the other amazing participants allowed a vulnerable journey of self-discovery and improvement, within the programs remarkable framework.”



Rachel Wadsley

Leader Major Project Development

TasNetworks

Rachel leads TasNetworks' Major Project Development Team, managing the connection of new renewables and other major customers to Tasmania's transmission network. She has held commercial, project and legal roles in the energy industry, and has a background in commercial law. Rachel is passionate about building strong teams that are empowered to continuously improve their processes and services to make things happen for their customers, organisation and community. While Rachel has spent time living and working in Sydney, Tasmania has always been home. She loves bushwalking and any other excuse for being out in nature.

The program taught me not to underestimate the impact that one person can have. That change is not something that just happens. It is something that is made by individuals with vision, courage and commitment. We had the privilege of hearing from many of those inspiring individuals. But TLP also taught me that the best solutions are almost never the result of a single person's ideas. More and more, the challenges we face are complex, ambiguous and intersecting. The program gave us frameworks and tools to grapple with those challenges. But it was also an excellent demonstration that the best decisions are made with an understanding of multiple perspectives. Through TLP I have been able to connect with an incredible and diverse group of other Tasmanian leaders, and I have a much broader view as a result.

I have not left the program with a detailed blueprint for how to be a leader. But I am leaving with a scaffolding on which I will continue to build with optimism about Tasmania's future, and the contribution I can make to that as part of the energy industry. We have the chance to be at the forefront of the shift to green energy, with all the opportunity and innovation that it brings. After TLP, I am more determined than ever not to wait for that change. I want to help build it.



RACHEL WADSLLEY



“More and more, the challenges we face are complex, ambiguous and intersecting. The program gave us frameworks and tools to grapple with those challenges.”

Stuart Watson

Manager, Custodial Youth Justice

Department of Communities

I am passionate about working together with the community to provide a better future for the young people of Tasmania who come into contact with Youth Justice. As a community we need to explore ways to engage our young people in pro social activities with prosocial organisations. I want to see young people enjoy their childhood, feel safe, be cared for and receive quality education. Together we need to break the cycle of multi-generational crime and illicit drug use and it starts with the community acceptance of the fact that we are dealing with a social problem and not a criminal problem.

As a twenty year employee of the State Government I have been fortunate enough to undertake the Tasmanian Leaders Program and have my eyes opened. TLP has reinvigorated my sense of social justice and future planning, it is so easy to live in the bubble that we are in and somehow it gets smaller every year. Angela Driver is a dynamo, her electricity is inspiring, every question is loaded and when she speaks people sit up and listen – well at least I did. Tasmania is a wonderful State and as a community we are the trustees, it is our job to see it grow and share our wonderful way of life with the rest of the country and the world. TLP takes you on a journey of discovery that shows what can happen when you link innovation, culture, natural resources, and talented people with solid governance. In short anything is possible.

I loved every moment of TLP. A highlight for me was the Linking Session on renewable energies.

A turning point for me was at the final Residential during a mindfulness session where I reassessed everything that was important to me. A moment that gobsmeaked me was when I realised how incredible my co-participants were. What was unexpected, was nearly stepping on a snake at the first Residential.

“TLP takes you on a journey of discovery that shows what can happen when you link innovation, culture, natural resources, and talented people with solid governance.”



Andrew Wilford

Deputy Director, Service Tasmania

Department of Premier and Cabinet

Andrew is an adopted Tasmanian, originally from the UK and now settled here with his wife and two children. He is passionate about public services, with a background in healthcare management, and is now in delivery of State Government services with the Department of Premier and Cabinet. Originally entering the health sector as a graduate trainee, he was fortunate to be exposed to a range of health and social issues through successive roles and academic study. Through this he became passionate around the role of positive policy and excellence in service delivery. In his current work, Andrew has led a new strategic direction for government services through Service Tasmania, which focuses on making services simpler and easier to access, partnerships with other layers of government, and investing in staff to deliver good outcomes.

The program has been a hugely rewarding experience, and I have enjoyed every moment of it. I came into the first Residential hoping to help grow my leadership skills, and build the connections to help deliver the change program I was embarking on at work. What I ended up with was that, but so much more along with it. TLP helped me to focus on myself, my strengths, and my natural traits to better understand how I can do my best work and be a better leader. It also helped me get a far deeper understanding of many issues which are important to Tasmania. Things that I would not normally have considered or encountered in any facet of my life, but that shape the State and where it is going. I was lucky to share this experience with a group of fantastic, intelligent, caring people and for me the absolute highlight will be those bonds I take away.

Reflecting on my TLP journey at the final Residential, I thought about four things. Building on the personal strengths I had identified, finding ways to contribute my knowledge positively in my community, using the knowledge I have gained to support my teams and broader organisation to grow, and finally to sustain the fantastic connections I have made. I finish the program with enthusiasm around possibilities for the future. TLP has helped me feel more confident in embracing some big strategic challenges ahead. Seeing through a new strategic direction for my organisation feels achievable, and I know I have a great toolkit, and support, to help me along the way. There are also some amazing things happening in the State, which I am keen to contribute to where I can. When I look back, I think TLP will prove to have been a year very well spent.

“TLP helped me to focus on myself, my strengths, and my natural traits to better understand how I can do my best work and be a better leader.”



ANDREW WILFORD



TLP15 Learning Set Projects



Give me a break, mate!

Learning Set members: Kate Beven, Simon Gates, Hannah Gray, Jarred Ranson, Sheree Templar and Andrew Wilford

Project vision: To develop and deliver a mindfulness program that improves mental health outcomes for men in north west Tasmania and engages traditionally male-dominated businesses to encourage participation.

Project outline: Give me a break, mate! is a six-week mindfulness course, aimed at men who traditionally might not seek support to improve their mental well-being.

The course is designed to be an early intervention and preventative initiative, targeting a region of Tasmania identified as lacking in mental health supports, with statistically high incidents of male suicide. The north west has some of the lowest distribution of community sector organisations working in mental health and the lowest distribution of general practitioners with a self-reported interest in mental health. Delivered by Mindfulness Programs Australasia, the program goes beyond talking and social connection; adopting a trauma-informed delivery method, to attract higher male participation.

The program will engage businesses in north west Tasmania to support employees to participate in the course, improving the wellbeing of workers and community health outcomes. The economic base of the north west is built on resource industries, such as agriculture, minerals, forestry and manufacturing, which are traditionally male-dominated sectors.



Improving Volunteer Coordination for Connect42

Learning Set members: David Atchison, Blaze Barker, Kristen Desmond, James Holden, Bree Hunter and Richard Morgan

Project vision: To deliver Connect42 a professional and sustainable Volunteer Policy Framework as well as recommendations for procedures and systems to support the existing volunteer program that will contribute to the success of its existing and future community programs.

Project outline: Connect42 is a purpose driven not-for-profit organisation led by Rosalie Martin (Tasmanian of the Year 2017 and TLP graduate) based in Hobart working across the State to build the communication skills of vulnerable Tasmanians so they can live whole lives in connection with others. Connect42 is a registered charity and has DGR status. The organisation is primarily known for its Just Time Program and is expanding its programs to target improving literacy rates and providing support to released prisoners.

The Project aims to develop a Volunteering Policy Framework which articulates the rights and responsibilities of all parties, as well as recommendations for procedures and systems to support the volunteer program and the implications for volunteer management and recognition.

The goal is to develop and present a professional and sustainable volunteer framework that will contribute to the success of Connect42's community programs with the following benefits:

- Streamlined process for volunteer recruitment
- Clear outline of the rights and responsibilities of all parties
- Improved volunteer experience, recognition and experience
- Increased productivity of paid and pro-bono staff



BookTube: Book Reading for Youth in Detention

Learning Set members: Jon Anning, Harpreet Gill, Tania Harvey, Alex Leith, Jessica Phillips and Stuart Watson

Project vision: To strengthen connections between young people in detention and important people in their lives in the community.

Project outline: Young people in detention often have relationships with other younger family members in the community and can find it hard to maintain these relationships. Some young people in detention also have difficulty with literacy.

The program will record young people in detention reading children's books by Tasmanian authors to be delivered to the youth's family, friends or acquaintances. The hope is that this will ensure that young people feel more connected to the outside and have a greater confidence at reading.

The project is being offered by Ashley Youth Detention Centre with partners, Forty South, a prominent Tasmanian publisher, along with six Tasmanian authors.

The program has received positive feedback to date and has the capacity to be delivered to other organisations.



Chatty Café

Learning Set members: Tim Byrne, Lisa Lods, Rob Maher, Juma Piri Piri, Jessie Pangas and Rachel Wadsley

Project vision: Build social connections in communities by providing a safe space for people to 'have a chat'.

Project outline: Chatty Café Australia (CCA) was established with the mission to build social connections and to re-connect communities to reduce loneliness and social isolation. This is made possible by leveraging social, community, recreational and hospitality venues to offer friendly 'Have a Chat' tables, where customers are welcome to sit and chat together if they choose.

It is proposed that the project will facilitate establishment of the Chatty Café Scheme (CCS) in Tasmania and support CCS to build community connections by engaging with community focused social venues within local government boundaries to sign up to CCS and establish or designate a table on days and times of their choosing as a 'Chatty Table'.

The Learning Set are currently in a discovery and design phase and any hospitality or community venues wanting to be involved are encouraged to be in touch with Tasmanian Leaders at info@tasmanianleaders.org.au.



Launch of BookTube project

TLP15 Employer testimonials

Employers reflect on the impact the 2021 program had on their staff, colleagues and organisations.



As a large disability services provider established in Tasmania, and growing throughout Australia, developing leaders with values, capability and expertise is essential. Possability invested in the participation of Jon in the 2022 Tasmanian Leaders Program to enhance his personal development and to further enable him to play a leadership role in our emerging sector.

Through his involvement, Jon has developed his skills and experience as a leader and is applying that learning to lead others in responding to the challenges facing the ongoing development of services for people with disability in Australia. This is a great example of how investment in leadership in Tasmania, through TLP, has impact well beyond our borders.

John Rowland

Director, Operations
Possability Group



pitt&sherry recognises the importance of identifying and developing our future leaders and we have seen the Tasmanian Leaders Program do just that. We have proudly supported David Atchison through the 2021 program and witnessed his journey through the year.

TLP15 has afforded David an opportunity to understand his own capacity for leadership, and I have seen firsthand the positive impact this has had on the way he leads our work in the mining market, his confidence in navigating new opportunities and challenges and how he engages across all levels within the broader business.

David has demonstrated strong commitment to his journey through the program and I know he has grown as a leader; and developed an extended network. Through David's participation this year we have been excited to continue our association with Tasmanian Leaders.

Benita Husband

Chief Executive Officer
pitt&sherry



Harpreet is a strong advocate for professional development and her experience with Tasmanian Leaders has clearly demonstrated her passion for gaining new knowledge and skills and sharing this with others.

Through TLP, Harpreet has gained a deeper knowledge of leadership and strategic thinking. She has consistently trialled and tested a range of models at work throughout the year, which has also helped to develop and support her team.

Harpreet has indicated that she has also gained greater insight into people and behaviours. This has helped her to tap into individual strengths when working with her team. But the most significant development I have noticed is that Harpreet listens closely to understand people, groups, teams and situations. She shows great empathy and a nuanced understanding of working with people, which will serve her beautifully into the future.

Harpreet has also developed strong networks and connections through the program which have been very valuable.

Thank you for supporting Harpreet in this experience.

Renée Woodhouse

Director Global Education and Migration
Business Tasmania
Department of State Growth



Tasmanian Leaders Board members



Rob Woolley
CHAIR

Rob has over the years invested and worked with start up businesses focussed on successful commercialisation. Rob was an early Investor and subsequently Chair of Bellamy's Australia, an organic baby food company, and the branded food company TasFoods. He was also Chair of Tandou, a water investment and agri-business based on the Murray Darling river system. He has extensive Board experience in both the corporate and government sector.



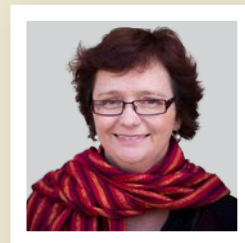
John Perry
DEPUTY CHAIR

John is the inaugural Tasmanian Coordinator General, whose office is responsible for attracting investment into the State, facilitating major projects and reducing red tape for business. He worked internationally in law, innovation and telecommunications and most recently in the airline industry after completing his MBA at the University of Cambridge. John was the original Chair of Tasmanian Leaders and is also the inaugural Chair of Enterprize Tasmania Ltd.



Gillian Biscoe AM
SECRETARY

Gillian, a founding Tasmanian Leaders Board member and Order of Australia recipient, has held many senior leadership positions including Secretary of several government departments and other chief executive roles. She is a consultant to many individuals and to organisations such as the Asian Development Bank, the World Health Organisation and the Australian Department of Foreign Affairs and Trade. She also Chairs, or is a member of, a range of national and international Boards and committees, and is Executive Director of the Bellett Bay Company.



Rebecca Greenwood
TREASURER AND PUBLIC OFFICER

(until 4 December 2021)

Rebecca is a project management and business improvement consultant at Resonance with experience across the private, public and community sectors. Bec has served as Chair of Big Monkey Theatre and Treasurer of Contemporary Art Services Tasmania. She is a graduate of the Tasmanian Leaders Program and AICD Foundations of Directorship (Women on Boards Scholarship).



Bess Clark
BOARD MEMBER

Bess has held senior roles in utility companies in Tasmania and nationally. She is currently Chief Executive Officer of Marinus Link, progressing a new Bass Strait electricity and telecommunications interconnector to support a clean, affordable and reliable energy future. Bess assumed the role as Treasurer on 5 December 2021.



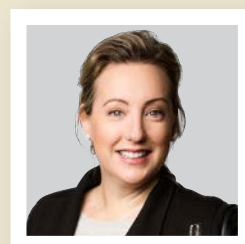
Adrian Daniels
BOARD MEMBER

Adrian is a work health, safety and environment professional with twenty years' experience in the energy industry. He is experienced at leading whole-of-business and community focussed projects with a passion for influencing behavioural change and cultural development. Adrian is Head of Workplace Health and Safety at Hydro Tasmania.



Kim Evans
BOARD MEMBER

Kim has been a Head of Agency in Tasmania for nearly twenty years and is currently the Secretary of the Department of State Growth. He has represented the Tasmanian Government on several state and national boards and committees and is Chief Executive of the Tasmanian Development Board.



Prue Horne
BOARD MEMBER

(until 6 December 2021)

Prue is experienced in strategy, human resource management and change management across a range of sectors including hospitality, retail, education and financial services. She is currently Director, Strategy for the College of Business and Economics at the University of Tasmania and a board director of Ten Lives and Terrapin.

TLP14 Graduation ceremony

The TLP14 Graduation ceremony was held in the gardens at Josef Chromy Wines on Saturday 27 February 2021. Photos by Phillip Biggs.





2021 Leadership + Risk Symposium

Our 2021 Leadership + Risk symposium was held in Devonport at the paranapple Centre featuring internationally renowned risk experts along with top speakers from Tasmania and Australia.

The two-day event featured distinguished experts, panel discussions, workshops and opportunities for delegates to meet and converse with each other.

Dr. Polly McGee returned as our master of ceremonies with a host of other exceptional speakers, including an international keynote with Michele Wucker who coined the term 'grey rhino' to draw attention to the obvious risks that are neglected despite – in fact, often because of – their size and likelihood. Other speakers at the event included Will Smith, 2020 Young Tasmanian of the Year, and Hanny Allston, founder of the 2018 Telstra Tasmanian Small and Succeeding Business of the Year, Find Your Feet.

In-person attendees received a bonus half-day workshop the day prior to the Symposium with the chance to choose between leadership and development coach Linda Maenena on psychological safety or with experts from KPMG on mitigating new and emerging risks. Both were a real highlight filled with practical take home tools and processes.

The topic of risk allowed us to explore how leaders can better respond to significant hazards, like the Covid-19 pandemic as well as climate change, rising inequality and extremism. As leaders, it is vitally important we know how to understand these risks, prepare for them, and then lead our way out of them with creativity and innovation.

Our next symposium will be on the topic of Legacy and will be held 1-2 September in Hobart. As a leader, leaving a positive legacy is one of the most influential things you can do. After all, at the end of the day, your legacy is all you have. The 2022 symposium will encourage you to pursue what really matters for the benefit of others.



LEADERSHIP + RISK SYMPOSIUM SPEAKERS

Hanny Alston, Founder, Find Your Feet
Margie Archer, Audit and Risk Professional
Leigh Arnold TLP12, Leigh Arnold Communications
Katy Cooper, Futurist, Disruptive Co.
Ruth Forrest MLC TLP3, Independent Member for Murchison
Rob Joyce, Senior Manager, KPMG
Linda Manaena, Co-CEO, LeaderLab
Polly McGee, Leadership Strategist
Kimberley Norris, Associate Professor, School of Psychological Sciences, University of Tasmania
Alan Radford TLP4, Senior Consultant, Speedfox
Joel Saunders, Associate Director, Enterprise Advisory, KPMG
Ian Snape, CEO, Frontline Mind
Will Smith, Director, JCP Youth
Claire Smith TLP13, Deputy Director, Cradle Coast Authority
Suellen Taylor, Manager People and Culture, Metro Tasmania
Jane Thomason, Futurist and Social Entrepreneur
Dean Yates, Mental Health Advocate
Michele Wucker, Author and Policy Analyst



Tasmanian Leaders Network

Working collectively towards a vibrant and prosperous future for Tasmania.

The Tasmanian Leaders Network is one of the most influential and diverse groups of high-impact individuals in Tasmania.

Our Network actively connects current and emerging leaders in effective ways to foster meaningful change in Tasmania. With our alumni proudly at the core, other members of the Network include our Leadership Champions, sponsors and Tasmanian Leaders Board members.

Our alumni have a wide range of skills, knowledge, interests and experience across many industries and sectors from all regions of Tasmania. With exceptional leadership capacity, clarity of purpose and a desire to positively influence Tasmania, our alumni work tirelessly as individuals and as a collective to exercise leadership. Sometimes this is through our Skillsbank initiative which matches our graduates with community groups and not-for-profits as mentors and guest speakers to support their successful development and impact.

In 2021, Skillsbank partnered with the Vice-Chancellor's Leadership Program (VCLP), a three-tiered leadership program. The program provides opportunities for leadership development and formally recognises and celebrates student

contributions in a broad range of areas including volunteering, research and industry experience.

Upon completion of the VCLP, graduates were offered the opportunity to continue to develop, reflect and build on what they learned, and further enhance their leadership capacity by undertaking a mentorship with a Tasmanian Leaders graduate.

Thank you to 2021 VCLP volunteers; Adrian Beswick TLP13, Claire Cunningham TLP9, Ruth Forrest TLP5, Chris Griffin TLP10, Geraldine Hayes TLP11, Michael Sims TLP4 and Naomi Walsh TLP8.

Whether you are seeking a new director for your community board, an ace consultant for your next project, or simply want to connect with one of our alumni to discuss an idea you have, please use our custom-built Graduate Search by visiting <https://portal.tasmanianleaders.org.au/search/graduate>.

Our Graduate Search allows you to browse our list of graduates using filters such as skills, community interests and industry. It also allows you to zero in and connect with graduates who are available for mentoring, board or committee positions, guest speaking and paid consulting.

For more information call 03 6777 2727 or email simone.hackett@tasmanianleaders.org.au.



Vice-Chancellor's Leadership Program (VCLP)

Tasmanian Leaders Thinkbank

Our thought leadership work brings together diverse perspectives to generate new thinking and connect this to key decision-makers and influencers.

Tapping into the knowledge of our Network, our aim is to motivate and inspire solutions for Tasmania's most intractable issues and seize the plentiful opportunities available to our island home.

Tasmanian Leaders does this through several sophisticated processes including Thinkbank.

In 2021 our Island Leader Thinkbank (not mainland follower) explored Tasmania's island identity and how we can leverage our island status to enhance Tasmania's socio-economic vibrancy.

Being an island allows Tasmania to respond to its own issues in its own ways rather than being a pale imitation of larger, mainland jurisdictions. We cannot be and have everything, so where should we focus our attention and efforts? We can learn from other Islands whose experience may have more relevance in some instances.

Tasmania has always been different. Some would argue that our smaller population, geographic isolation and economies of scale put Tasmania at a disadvantage. Is our island-ness an advantage? What present and future challenges are made easier or more difficult by our Island status? Can we learn from other islands and for what should we find our own distinctive approaches? What are the top things that we can build and leverage on our island status?

Our Thinkbank saw 29 participants undertake informal research contacting at least six people and then convening for two days at Lake Pedder to analyse and discuss the key insights and possible actions drawn from the pre-work. The results of this process will be suggestions for change to be implemented at a very practical, micro level. They will also inform policy and strategy and help develop generic skills across the State and its industries to capitalise on our Island status.

Special thanks to Brian Lewis for leading this process alongside our Thought Leadership and Future Impact Coordinator Jessica Robbins, and a small team of committed alumni including Sam Ibbott TLP2, Rikki Mawad TLP7 and Andrew Pitt TLP8. We also thank everyone who volunteered their time and thinking either as participants or contributors.

To view of a copy of the Thinkbank 2021 document please visit our website www.tasmanianleaders.org.au.



Tasmanian Leaders Foundation

The Tasmanian Leaders Foundation was established in 2018 to enable greater access to Tasmanian Leaders programs for those who are disadvantaged and unemployed or underemployed.

By increasing access to leadership programs and training we hope to provide specific opportunities and support for this group of Tasmanians to enable them to lead an improved quality of life.

The Tasmanian Leaders Foundation wishes to acknowledge and thank TasNetworks and The Select Foundation as our inaugural Tasmanian Leaders Program and I-LEAD Scholarship Supporters in 2021 and 2022. Together we were able to provide scholarships for Tasmanian Aboriginal people and those living with a disability. We look forward to offering further such scholarships in the future with these and other partners.

If you would like to donate to support the work and purpose of the Foundation, please contact our CEO on angela.driver@tasmanianleaders.org.au. As a registered deductible gift recipient all donations \$2 and above are tax deductible.

Thanks to Chair Ginna Webster TLP2 and Board members Gillian Biscoe AM, Clarissa McCoid and Rob Woolley for supporting the strategic work of the Foundation.

Collaborating for change in Tasmania's food system



Fiona Kerslake and Karina Dambergs
Image credit: Ness Vanderburgh

A case study demonstrating what can be achieved when our program graduates work together.

In 800 AD, a fashionable Persian innovator who is largely unacknowledged was creating change in ways that still touch our lives today. Ziryab introduced the idea of seasonal fashion, developed the world's first deodorant, invented the tablecloth and encouraged drinking from glassware rather than goblets. But perhaps his most significant contribution was an idea that still defines fine dining today – Ziryab thought of the traditional three-course meal.

The three-course meal has dominated western cuisine for more than 1,000 years. It may have lost ground in recent times to shared plates and small dishes, but it still provides an incredibly comforting dining experience. A three-course meal tells us a food story with a beginning, a middle and an end.

The story of change in the Tasmanian food system in 2021 also has three parts. It began in August with the launch of a new agrifood event, agriCULTURED cultivated food conversations and took inaugural attendees on a journey through the rich agricultural landscapes of Northern Tasmania. Events take incredible collaboration to deliver successfully, and this was no exception. Visit Northern Tasmania and FermentTasmania led this work with representatives from across the agrifood supply chain.

This team included Tasmanian Leaders alumni Fiona Kerslake TLP10, Bree Philpot I-LEAD 2021, Curly Haslam-Coates I-LEAD 2020, Karina Dambergs I-LEAD 2018 and Chris Griffin TLP10.

The festival began with Matthew Evans launching his book, *Soil*, at the Northern Suburbs Community Hub, complete with a worm farming workshop and translation for the local Bhutanese community. It finished with a Design Thinking Brunch led by Don Thomson TLP8 that, like a good entrée, left participants full of delicious food but hungry for more change in our food system. One of the highlights was Landscapes of Learning, a journey to three farms in the Northern Midlands where technical panels, music and digital arts conveyed the story of climate, fire and soil in agricultural practices. This pilot event truly signified agriCULTURED's intention to become an event of national significance.

In October, Tasmania also signalled its intent to be one of the world's leading food innovators, with \$7.5 million funding secured for a global centre for excellence in fermentation. FermentTasmania's Fermentation Hub will be a proving ground for fermentation innovation and combine new product development, industry-led research and development, practical training and agritourism experiences. Whilst many people have contributed to this project over the years, it would not have reached this point without the vision and leadership of Kim Seagram AM, one of our Leadership Champions.

The global scoping study that informed the Fermentation Hub development also planted the seed for the final course of food systems change in 2021. In 2017, Tom Lewis TLP1 visited Dag Hartman in Östersund, Sweden, to learn more about developing artisan food producers. It was here that Tasmania discovered the UNESCO Creative Cities of Gastronomy Network.

The Launceston community formed a steering group to investigate the opportunity, including alumni Andrew Pitt TLP8, Robin Barnes TLP10, Chris Griffin, Fiona Kerslake, Bree Philpot, Karina Dambergs and Leadership Champion, Kim Seagram AM. This group worked tirelessly for the last four years, collaborating with seven Northern councils to submit a regional bid. This effort culminated in a successful designation in November 2021, the icing on the cake celebrating a year of successful food collaborations.

Gastronomy (the science of how people connect to food) is a natural fit for Launceston and northern Tasmania, a community with a history of producing abundant food since the palawa peoples first arrived on lutruwita/Tasmania. We are a region blessed with abundant food production and creative, talented people who work in our food system. Yet we face significant challenges – sharing this prosperity throughout our communities, tackling health and nutritional disadvantage, and creating sustainable, vibrant cities and food communities for the future. As Tasmania's first UNESCO Creative City and Australia's second City of Gastronomy, we now have a global network to help us tackle these meaty, complex issues. We can all take a seat at the table, perhaps over a three-course meal, and feed our future together.

CHOOSE YOUR OWN ADVENTURE

Accommodation discounts are available for all auto club members.

mynrma.com.au/travel/expeditions

2021 Graduate achievements

Damien Blackwell I-LEAD 2021 T&H
Tourism Development Officer
West Tamar Council

In 2021 I finally cracked a partnership with my regional and state tourism bodies at a time when the Tasmanian tourism sector was arguably at its lowest point. Utilising a northern production crew and getting on board a range of local operators was the highlight. Validation from industry, the veritable icing on the cake.

Tasmanian Leaders poses the question, 'Am I at my best?' my immediate answer was probably not. Honest and confronting appraisal of myself throughout I-LEAD enabled an awakening. This combined with sector heavy hitters such as Matt Casey, Todd Babiak and Bianca Welsh lifted me to that wonderful place of self-actualisation. Angela and Frances reinforced this with inspiring presentations and provided insight into leadership wisdom, decision making and flow with absolute purpose.

Erin Cole I-LEAD 2021 T&H
Cellar Door & Marketing Manager
Old Kempton Distillery

Our community involvement at Old Kempton is one of my greatest and on-going achievements. This year we took part in the Hobart City Mission Toy Drive. We gathered over 250 toys to help families in need this Christmas. The way my team managed the whole event was an incredible achievement. I am looking forward to working with more communities and charities in 2022 and beyond.

The new contacts and friends I made as part of the 2021 I-LEAD program are now an essential part of my day-to-day job. Tasmanian Leaders opened my eyes to my management style and (hopefully) improved it. I feel more confident and ready to lead because of it. I look forward to making more connections, more friends and seeing what this industry has to offer our visitors.

Chris Griffin TLP10 2016
Chief Executive Officer
Visit Northern Tasmania

The Visit Northern Tasmania team has been front and centre supporting tourism, events and hospitality businesses navigate through the various stages the pandemic has presented us. Whilst also launching the inaugural AgriCULTURED event, and project managing future-focused initiatives to build momentum back into our sector post 2021. Personally, I was privileged to be part of the leadership team that invested 2-3 years establishing the Launceston Gastronomy movement, celebrated in November by securing a UNESCO Creative City of Gastronomy certification. As part of the Rotary Club of Central Launceston I Chaired the committee that delivered yet another successful Tamar Valley Cycle Challenge event, raising over \$20,000 for youth suicide prevention in Tasmania.

Direct support from Tasmanian Leaders in achieving this years' goals has been through seeking advice on matters such as leadership during adversity, mental health supports and participating in the Thinkbank forum at Lake Pedder. Much of what we do is supported by Tasmanian Leaders alumni members indirectly. As example AgriCULTURED involved two alumni, while the leadership group for Launceston Gastronomy features even more.

Jane Johnston I-LEAD 2020
Chief Executive Officer
Travel with a Cause Inc.

Our achievements in 2021, as a not-for-profit charitable travel agency, first and foremost, was staying in business due to the rolling border closures and lockdowns. We focussed on what our strengths are, which is sustainable tourism and being Tasmanian inbound driven; conducting volunteer tours, planting trees, cleaning beaches and assisting fellow tourism operators. Recognised by UNESCO and National Geographic we are now representing Australia, educating children on saving the planet with constructivevisions.org.au.

Amidst the lockdown of 2020 I participated in the Tasmanian Leaders I-LEAD program. The training that I undertook assisted me in understanding what sort of person I was and my leadership skills. I was buoyed by the weekly meetings and would have a 'can do' attitude listening to inspirational leaders and their insights. Time invested and well worth spent uncovering gems for life.



2021 Island Leader (not mainland follower), Thinkbank

Andrew Moore TLP3 2009
Project Manager, Clubs Tasmania

The Clubs Tasmania program advocates and supports grassroots community clubs. A key theme of rebounding from Covid-19, has seen us in 2021, continue to support the guardians of our community club sector which is our volunteers. We supported them by keeping them informed, helping them navigate barriers, and promoting grants. Increased investment in the community club sector (\$31 million additional funding since 2018), is enabling communities to create safe places for people to connect and grow.

Engaging in TLP3 2009 was a lightbulb moment for me and my professional career. The program helped me understand my core drivers and values. I realised at the mid-year Residential, that these drivers and values were encouraging me to 'embrace the universe' and consider in what space, my skills and lived experiences were best suited? My current role, which I commenced in 2018, is a direct outcome of my TLP experience.

Megan Perkins I-LEAD 2021 SB
Founder and Director, Megan Perkins: Branding, Communication Design & Strategy & Chair of the Board of Directors, Design Tasmania

2021 was equally rewarding and challenging, taking on the role of Chair at Design Tasmania and working closely with the team to help the organisation weather Covid-19. It was also my most successful, with my branding and packaging for Taylor & Smith Whisky awarded first place at the Dieline Awards, recognising the best in packaging design worldwide, against entries from the biggest and best global agencies. Additionally, in 2021 I became the first independent female creative to receive a Pinnacle at the AGDA Design Awards, the best in Australian and NZ design, the highest accolade a jury can bestow.

In my second year of independent practice Tasmanian Leaders has positively influenced my mindset, allowing me to move away from a hands-on approach to all areas of business by facilitating management strategies to ensure my energy is prioritised on the right tasks. Insight into how to navigate differing personalities and their needs has proved invaluable, and important for governance, client and subcontractor relationships, as the quality of my work is only as good as my ability to understand the client's needs, and to bring them along on the journey.

Corey Peterson TLP3 2009
Associate Director – Sustainability, University of Tasmania

Within the sustainability space, which is in my purview to lead as the 'sustainability mission integrator', the University achieved a trifecta of significant international and local awards in late 2021 that recognises our efforts over the past few years, including the prestigious Green Gown Awards Australasia Sustainability Institution of the Year and the award in the Student Engagement category as well as local recognition in the Tasmanian Community Achievement Awards EPA Sustainability category.

The skills, self-knowledge and access to networks in Tasmania achieved through my participation in TLP, as well as our Learning Set Project and involvement with the alumni has been critical to my leadership role and the University's sustainability efforts. Learning more about myself, how I respond and react to situations, increased awareness of the variety of ways other people see, respond and value the world has been useful in helping create common cause.

Joe Pickett I-LEAD 2020
General Manager, Spring Bay Mill

2021 been a big year of transformation, both for me personally and at Spring Bay Mill. I opened the year by stepping into a new General Manager role. At the Mill we are deeply invested in the big ideas that people bring here and are busy creating a purpose-driven business with loads of ecological renewal and environmental commitment. Crafting a meaningful and profitable business certainly is a worthwhile challenge and one that is keeping me very busy.

The I-LEAD program came at a perfect time where I was between industries and skill sets, looking for new ways to expand my leadership capacity. The reflective space that the program created was definitely a turning point in me securing and stepping into a leadership role for a business I am proud to work for.



2021 Island Leader (not mainland follower), Thinkbank

Andrea Porte I-LEAD 2021 NFP

Client Manager – National – Aon Risk Services, Deputy Chair, Laurel House Association, Board Member, Families Tasmania

My achievement for 2021 was recognising that it was time for me to step down as the President of Families Tasmania. The I-LEAD program showed me that I need to have more balance in my life, and that volunteering on the executive of two not-for-profit boards on top of my full-time job and family responsibilities was not conducive to that! I have refocussed and shall continue serving on the Laurel House board executive, which is where my passion truly lays. I have set myself some boundaries on my own time and capacity.

The I-LEAD program was a brilliant experience that I am grateful to have participated in. The connections that we made are relevant, meaningful and impactful, and will have a positive impact across a vast array of organisations for years to come. I learnt so much about myself and my leadership style and have a much deeper understanding of those around me and how I can best lead them in a balanced and supportive way. Importantly, I have learnt and implemented boundaries on my time and energy and recognise that it is a good thing to concentrate and prioritise what is important.

Felicity Richards I-LEAD 2019

Director – Furneaux Agriculture, Chair – Tasmanian Biosecurity Advisory Committee, Chair – Tasmanian Red Meat Industry Steering Committee and Chair – Farmsafe Australia

In 2021 I was elected Chair of the Tasmanian Red Meat Industry Steering Committee; a committee tasked with conceptualising and delivering projects to further the red meat industry in Tasmania. I was also elected Chair of Farmsafe Australia, a national not-for-profit organisation with members from across Australia. Its mission is to enhance health and safety awareness and practices on Australian farms. Further, I was requested to emcee the Tasmanian Climate-Smart Agriculture Conference by Farmers for Climate Action.

I-LEAD introduced me to an inspiring group of Tasmanian entrepreneurs and challenged me to examine how my behavior could bring out the best (or worst!) in others. This is a critical skill for being an excellent chair. What is perceived as exuberance by one person is rudeness to another. The skills I developed during I-LEAD, coupled with a stronger understanding of my own tendencies, has greatly enhanced my capacity to undertake governance roles.

Susannah Slatter TLP14 2019

Hobart Store Manager, Australian Red Cross

Working within the retail division of the Australian Red Cross allows me to combine my professional marketing and communications experience with a personal passion for preloved in a creative business environment. In the 2020/21 financial year, the Hobart store had the second-highest net contribution of any store in Tasmania and was a key contributor to the highest-ever annual revenue achieved by Tasmania. I'm so proud to raise funds for a humanitarian organisation.

The Tasmanian Leaders Program was a critical step in recognising my professional values, and my ability to provide leadership for the greater good. With this clarity I was able to make a career transition during the program and have never looked back. The Australian Red Cross makes a genuine difference in the lives of people and communities, and I'm grateful to Tasmanian Leaders for the learnings which led me to redefine, and achieve, my professional and personal goals.

Naomi Walsh TLP8 2014

Non-Executive Director, various and Senior Industry Fellow, University of Tasmania

When I did TLP in 2014 I was working as a commercial and finance manager in civil construction and the tourism and hospitality sector. Since TLP, I commenced with the University of Tasmania and a range of concurrent roles including government committees, Commissioner of Legal Aid and director of MAIB (Tas). In 2021 I added to my portfolio with director roles for TasTafe, Tasmanian Development Resources Board, Mental Health Council of Tasmania, Launceston Chamber of Commerce, and deputy chair of Chartered Accountants Australia and New Zealand (CAANZ) Tasmanian regional council. I also moved into a role as Senior Industry Fellow at the University of Tasmania where I tap into my networks to provide opportunities for business graduates to improve their work-readiness and employability.

TLP gave me the space away from my commercial role and family commitments to reflect, establish networks and gain the confidence to progress my career. Through my board and university work, I use my experience to make a positive impact on the social and economic outcomes for all Tasmanians, especially the disadvantaged and more vulnerable members of our community and remain focused on work that aligns with my values.



2021 Island Leader (not mainland follower), Thinkbank

Tasmanian Leaders graduates

Honorary members

Anthea Pritchard
John Perry
Gillian Biscoe AM
Brain Lewis

TLP graduates

Ian Adams **TLP5 2011**
Renee Anderson **TLP1 2007**
Martin Anderson **TLP8 2014**
Meg Archer **TLP4 2010**
Damien Arkley **TLP11 2017**
Janine Arnold **TLP1 2007**
Cassie Arnold **TLP12 2018**
Leigh Arnold **TLP12 2018**
Shona Arnold **TLP4 2010**
Stuart Auckland **TLP3 2009**
Anna Balmforth **TLP8 2014**
Garth Barnbaum **TLP9 2015**
Robin Barnes **TLP10 2016**
Jan Batchelor **TLP3 2009**
Phil Beeston **TLP12 2018**
Marie Bennett **TLP11 2017**
Adrian Beswick **TLP13 2019**
Ian Beswick **TLP4 2010**
Emma Birch **TLP13 2019**
Tim Bishop **TLP1 2007**
Louise Bishop **TLP10 2016**
Lucy Blake **TLP11 2017**
Amanda Bond **TLP9 2015**
Fionna Bourne **TLP2 2008**
Susie Bower **TLP2 2008**
Phillip Boxall **TLP11 2017**
Archana Brammall **TLP9 2015**
Celia Bray **TLP2 2008**
Justine Brooks **TLP11 2017**
Donna Brown **TLP10 2016**
Kristy Brown **TLP11 2017**
Ilya Brucksch **TLP12 2018**
Teeny Brumby **TLP13 2019**
Alistair Burke **TLP13 2019**
Paris Butfield-Addison **TLP12 2018**
Lucy Byrne **TLP5 2011**
Samuel Cairnduff **TLP12 2018**
Luke Cameron **TLP14 2020**
Danielle Campbell **TLP7 2013**
Anne Carey **TLP12 2018**
Janet Carty **TLP3 2009**
Richard Cassidy **TLP7 2013**
Amanda Castray **TLP3 2009**
Shuhong Chai **TLP10 2016**
Michael Chan **TLP14 2020**
Simon Chandler **TLP5 2011**
Brendan Charles **TLP3 2009**

Emily Chase **TLP13 2019**
Louise Clark **TLP3 2009**
Stephen Clarke **TLP9 2015**
Luke Clasener **TLP14 2020**
Adam Clavell **TLP9 2015**
Damian Collins **TLP13 2019**
Daryl Connelly **TLP10 2016**
Stella Cook **TLP7 2013**
Sarah Coulson **TLP12 2018**
Marcus Courtney **TLP13 2019**
Lola Cowle **TLP8 2014**
Vanessa Cox **TLP2 2008**
Rachael Cox **TLP7 2013**
Jane Crosswell **TLP3 2009**
Tim Cubit **TLP7 2013**
Kay Cuellar **TLP7 2013**
Claire Cunningham **TLP9 2015**
Julia Curtis **TLP1 2007**
Kate Daley **TLP14 2020**
Amanda Daly **TLP5 2011**
Adrian Daniels **TLP11 2017**
Antony Deck **TLP8 2014**
Phillip Dewis **TLP5 2011**
Adam Dickenson **TLP7 2013**
Mark Dickinson **TLP9 2015**
Kirby Dillon **TLP11 2017**
Angela Driver **TLP3 2009**
Christopher Duffy **TLP13 2019**
Matt Durose **TLP2 2008**
Waqas Durrani **TLP12 2018**
Nicholas Dwyer **TLP11 2017**
Kylie Eastley **TLP7 2013**
Jenny Edis **TLP3 2009**
Kelly Eijdenberg **TLP14 2020**
Craig Emmett **TLP8 2014**
Natasha Exel **TLP4 2010**
Poppy Fay **TLP5 2011**
Andy Fist **TLP12 2018**
Benita Fordham **TLP11 2017**
Jane Forrest **TLP6 2012**
Ruth Forrest MLC **TLP5 2011**
Sakura Franz **TLP7 2013**
Simon Fraser **TLP13 2019**
Amanda French **TLP10 2016**
Andrew Frost **TLP1 2007**
Maree Fudge **TLP1 2007**
Cheryl Fuller **TLP6 2012**
Matthew Gee **TLP9 2015**
Matthew Geoghegan **TLP7 2013**
Spencer Gibbs **TLP11 2017**
Michael Giudici **TLP10 2016**
Andrew Goldsworthy **TLP14 2020**
Kate Grady **TLP6 2012**
Caroline Gray **TLP13 2019**

Jordana Gray **TLP13 2019**
Rebecca Gray **TLP4 2010**
Rebecca Greenwood **TLP7 2013**
Jo Gregg **TLP4 2010**
Tonia Gretschnmann **TLP4 2010**
Chris Griffin **TLP10 2016**
Daniel Hackett **TLP10 2016**
Nick Haddow **TLP5 2011**
Sam Halliday **TLP12 2018**
Jeff Harper **TLP10 2016**
Darren Harris **TLP13 2019**
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Liila Hass **TLP2 2008**
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Todd Henderson **TLP9 2015**
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Kiros Hiruy **TLP1 2007**
Sean Hollick **TLP11 2017**
Pamela Honan **TLP13 2019**
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Sam Horsman **TLP4 2010**
Todd Houstain **TLP6 2012**
Matthew Hubbard **TLP6 2012**
Alison Hugo **TLP12 2018**
David Hugo **TLP6 2012**
Sam Ibbott **TLP2 2008**
Jason Imms **TLP12 2018**
Richard Ingram **TLP7 2013**
Clynton Jaffray **TLP4 2010**
Eleanor James **TLP6 2012**
Richard James **TLP7 2013**
Mark Jefferson **TLP4 2010**
Margie Jenkin **TLP6 2012**
Christopher John **TLP1 2007**
Wayne Johnson **TLP1 2007**
Danny Johnson **TLP7 2013**
Gayle Johnston **TLP6 2012**
Kacee Johnstone **TLP10 2016**
Megan Jolly **TLP9 2015**
Claire Jones **TLP8 2014**
Timothy Jordan **TLP12 2018**
Glenn Joyce **TLP1 2007**
Natasha Keep **TLP2 2008**
Katrina Kelly **TLP13 2019**
Michael Kelly **TLP5 2011**
Fiona Kerslake **TLP10 2016**
Andrew Kidd **TLP7 2013**
Danielle Kidd **TLP9 2015**
Alison Lai **TLP8 2014**

Ross Lamplugh **TLP9 2015**
Shawn Lee **TLP8 2014**
Justin Legg **TLP12 2018**
David Lenel **TLP12 2018**
Dion Lester **TLP3 2009**
Tom Lewis **TLP1 2007**
Jason Licht **TLP11 2017**
Stuart Loone **TLP10 2016**
Chris Love **TLP12 2018**
Catriona Macleod **TLP9 2015**
Win Mahar **TLP4 2010**
Suzanne Martin **TLP1 2007**
Rosalie Martin **TLP6 2012**
Mark Mason **TLP2 2008**
Simon Matthews **TLP3 2009**
Emma Matuszek **TLP9 2015**
Rikki Mawad **TLP7 2013**
Jill Maxwell **TLP5 2011**
Ben Maynard **TLP6 2012**
Zach McArthur **TLP1 2007**
Donna McDermott **TLP12 2018**
Brett McDermott **TLP5 2011**
Nathan McDonald **TLP9 2015**
Zac McGee **TLP3 2009**
Sarah McIntosh **TLP14 2020**
Jennifer McKenzie **TLP13 2019**
Susan McLeod **TLP10 2016**
Katherine Miguel **TLP2 2008**
Mark Millhouse **TLP6 2012**
Louise Mills **TLP1 2007**
Alexandra Mitchell **TLP10 2016**
Hannah Moloney **TLP12 2018**
Jarred Moore **TLP12 2018**
Andrew Moore **TLP3 2009**
Susan Moore **TLP7 2013**
Martin Moroni **TLP12 2018**
Megan Morse **TLP3 2009**
Timothy Moss **TLP7 2013**
Dean Munday **TLP5 2011**
Wayne Murraylee **TLP5 2011**
Todd Nation **TLP14 2020**
Ian Nelson **TLP1 2007**
Lisa Nelson **TLP2 2008**
Rachel Nichols **TLP11 2017**
Paul Niven **TLP7 2013**
Joe O'Byrne **TLP2 2008**
Ben O'Donnell **TLP2 2008**
Glen O'Keefe **TLP8 2014**
Kate O'Shannessey **TLP11 2017**
Edith O'Shea **TLP14 2020**
Leigh Oswin **TLP10 2016**
Kate Owen **TLP12 2018**
Nadine Ozols **TLP7 2013**
Amy Parker **TLP9 2015**

Mark Parssey **TLP3 2009**
 Simon Paul **TLP4 2010**
 Margo Peart **TLP11 2017**
 Alice Percy **TLP8 2014**
 Craig Perkins **TLP2 2008**
 Corey Peterson **TLP3 2009**
 Stephen Piper **TLP3 2009**
 Andrew Pitt **TLP8 2014**
 Sharon Pittaway **TLP6 2012**
 Monica Plunkett **TLP10 2016**
 Nicky Pollington **TLP9 2015**
 Frances Pratt **TLP6 2012**
 Carmen Primo Perez **TLP14 2020**
 Nick Probert **TLP11 2017**
 Sarah Proud **TLP14 2020**
 Suzanne Purdon **TLP4 2010**
 David Pyefinch **TLP10 2016**
 Alan Radford **TLP4 2010**
 John Ralph **TLP1 2007**
 Jeremy Ramsey **TLP14 2020**
 John Ranicar **TLP2 2008**
 Alison Raymond **TLP14 2020**
 Christopher Rayner **TLP9 2015**
 Anya Reading **TLP8 2014**
 Malcolm Reeve **TLP10 2016**
 Tomas Remenyi **TLP13 2019**
 Kieran Rimmelzwaan **TLP10 2016**
 Sherri Ring **TLP3 2009**
 Kieren Rix **TLP14 2020**
 Jessica Robbins **TLP12 2018**
 Guy Robertson **TLP5 2011**
 Sue Robertson **TLP6 2012**
 Martha Robson **TLP5 2011**
 Alan Rosevear **TLP5 2011**
 Ted Ross **TLP2 2008**
 John Rowland **TLP5 2011**
 Megan Rozynski **TLP11 2017**
 Kacey Rubie **TLP4 2010**
 Lisa Rudd **TLP6 2012**
 Misty Sanderson **TLP8 2014**
 Krishna Saward **TLP13 2019**
 Scott Schilg **TLP8 2014**
 Cat Schofield **TLP4 2010**
 Krutika Sen **TLP14 2020**
 Stewart Sharples **TLP6 2012**
 Nicole Sherriff **TLP11 2017**
 Leanne Sherriff **TLP7 2013**
 Gina Sidhu **TLP6 2012**
 Joanna Siejka MLC **TLP7 2013**
 Sandie Silva **TLP1 2007**
 Michael Sims **TLP4 2010**
 Susannah Slatter **TLP14 2020**
 Erin Smallbon **TLP7 2013**
 Jen Smit **TLP13 2019**

Claire Smith **TLP13 2019**
 Stuart Smith **TLP2 2008**
 Narelle Smith **TLP3 2009**
 Darryn Smith **TLP4 2010**
 Pete Smith **TLP8 2014**
 Katrina Spark **TLP13 2019**
 Jessie Stanley **TLP12 2018**
 Lance Stapleton **TLP10 2016**
 Nick Steel **TLP9 2015**
 Damien Stringer **TLP9 2015**
 M'Lynda Stubbs **TLP8 2014**
 James Sugden **TLP5 2011**
 Michelle Swallow **TLP1 2007**
 Lucinda Szczypior **TLP6 2012**
 Tracey Tasker **TLP6 2012**
 Ursula Taylor **TLP10 2016**
 Pax Taylor **TLP6 2012**
 Melinda Thomas **TLP5 2011**
 Don Thomson **TLP8 2014**
 Mike Thomson **TLP8 2014**
 Oliver Thornalley **TLP13 2019**
 Cathy Tonkin **TLP5 2011**
 Rowan Trebilco **TLP11 2017**
 Andrew Truscott **TLP4 2010**
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 Brad Turner **TLP7 2013**
 Alison Turner **TLP9 2015**
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 Andy Van Emmerik **TLP4 2010**
 James Versteegen **TLP8 2014**
 Terry von Bibra **TLP14 2020**
 Julie Waddington **TLP5 2011**
 Bec Wade **TLP14 2020**
 Ainstie Wagner **TLP8 2014**
 Kelly Walker **TLP13 2019**
 Grace Walsh **TLP12 2018**
 Allan Walsh **TLP6 2012**
 Naomi Walsh **TLP8 2014**
 Chris Warr **TLP13 2019**
 Carolyn Watson **TLP12 2018**
 Mark Watson **TLP5 2011**
 Jesse Webster **TLP14 2020**
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 Michael Woodward **TLP11 2017**
 Alexander Woodward **TLP14 2020**
 Tom Woolley **TLP11 2017**
 Angela Yao **TLP9 2015**

I-LEAD graduates
 Sharon Armstrong **I-LEAD 2019**
 Roxane Bandini-Maeder **I-LEAD 2020**
 Elyse Barnett **I-LEAD 2020**
 Debi Beever **I-LEAD 2020**
 Tamara-Lee Beveridge **I-LEAD 2020**
 Belinda Bird **I-LEAD 2019**
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 Danielle Conlan **I-LEAD 2018**
 Chontelle Cripps **I-LEAD 2020**
 Georgia Cummings **I-LEAD 2018**
 Karina Dambergs **I-LEAD 2018**
 Chelsea De Main **I-LEAD 2019**
 Sam Denmead **I-LEAD 2019**
 Marc Dille **I-LEAD 2020**
 Cameron Dixon **I-LEAD 2018**
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 Iain Field **I-LEAD 2019**
 Luke Finley **I-LEAD 2020**
 Sean Fisher **I-LEAD 2020**
 Hayden Fox **I-LEAD 2019**
 Jen Fry **I-LEAD 2020**
 Jodhi Gough **I-LEAD 2020**
 Thomas Green **I-LEAD 2020**
 Courtney Greisbach **I-LEAD 2020**
 Reg Grundy **I-LEAD 2020**
 Simone Hackett **I-LEAD 2018**
 Richard Harding **I-LEAD 2020**
 Curly Haslam-Coates **I-LEAD 2020**
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 Kaimon Johnson **I-LEAD 2018**

Jane Johnston **I-LEAD 2020**
 Aaron Jones **I-LEAD 2020**
 Robb Jubb **I-LEAD 2018**
 Sam Karpiniec **I-LEAD 2019**
 Brock Kerslake **I-LEAD 2018**
 Samuel Kiely **I-LEAD 2019**
 Maureen Lacey **I-LEAD 2019**
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 Courtney Olds **I-LEAD 2020**
 Pia Palmer **I-LEAD 2020**
 Trevor Pedersen **I-LEAD 2018**
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 Ana Pimenta **I-LEAD 2018**
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 Felicity Richards **I-LEAD 2019**
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 Anna Robertson **I-LEAD 2018**
 Greg Ross **I-LEAD 2020**
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 Sandy Travers **I-LEAD 2019**
 Rachael Trueman **I-LEAD 2020**
 Coreena Vieth **I-LEAD 2020**
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 Michelle Walkden **I-LEAD 2020**
 Peter Walker **I-LEAD 2018**
 Kellie Walker **I-LEAD 2018**
 Tom Wallace **I-LEAD 2020**
 Thomas Waugh **I-LEAD 2020**
 Edward Weichert **I-LEAD 2019**
 Andy Welling **I-LEAD 2019**
 Rueben Wells **I-LEAD 2019**
 Bianca Welsh **I-LEAD 2018**
 Danielle Wheatley **I-LEAD 2018**
 Ian White **I-LEAD 2018**
 Brent Wilcox **I-LEAD 2018**
 Juanita Wood **I-LEAD 2018**

2021 Supporters and partners

Tasmanian Leaders would not be possible without the contributions made by an active and expanding network of supporters.

The content of our leadership development programs and Network activity is delivered by hundreds of volunteers who freely give their expertise, knowledge, lived experience and facilitation skills to help us develop leadership capacity in Tasmania.

Tasmanian Leaders wishes to thank the following organisations and individuals for their work and support in 2021.

TASMANIAN LEADERS STAFF

Angela Driver TLP3, Chief Executive Officer

Simone Hackett I-LEAD 2018, Business Manager

Tristan Hall, Marketing and Communications Officer (June – September)

Magdalena Lane, Relationship Manager

Frances Pratt TLP6, I-LEAD Coordinator and Facilitator

Jessica Robbins TLP12, Future Impact and Network Coordinator

Carolyn Watson TLP12, Marketing and Communications Officer (September onwards)

Extra special thanks to our volunteers who go above and beyond the call of duty to support Tasmanian Leaders:

Bob Campbell and Lynda Jones from the noagroup for facilitating TLP15's highly impactful Residentials.

And to everyone else who lent us a hand, or a venue or contributed in some other way to our many 2021 successes.

TLP15 EXECUTIVE COACHES

Jill Currey

Greg Jemsek

Kathryn Thomas

Steve Willing TLP3

LEADERSHIP + RISK SYMPOSIUM WORKING GROUP

Danielle Campbell TLP7

Angela Driver TLP3

Nick Probert TLP11

Jessica Robbins TLP12

LINKING WITH A LEADER COORDINATORS

Daryl Connelly TLP10

Louise Mills TLP1

Andrew Pitt TLP8

Claire Smith TLP13

TLP15 PARTICIPANT SELECTION

Gillian Biscoe AM

Melanie Bartlett

Angela Driver TLP3

Adrian Daniels TLP11

Neroli Ellis

Nicholas Heywood

Christine Mucha

Dan Norton AO

Kim Seagram AM

Judy Tierney OAM

Mark Thomas

Malcolm White

Albert van Zetten

TLP15 EMPLOYER SPONSORS

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Australian Maritime Safety Authority

City of Launceston

Department of Communities

Department of Education

Department of Premier and Cabinet

Department of State Growth

Essential Oils of Tasmania

Fair Work Ombudsman

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Geoscience Australia

Hobart City Council

JBS Australia Pty Limited – Longford

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pitt&sherry

Possability

RACT

Tasmanian Law Society

Tasmanian Ports Corporation Pty Ltd

TasNetworks

The Hobart Clinic

University of Tasmania

LEADERSHIP CHAMPIONS

Melanie Bartlett

Jane Bennett

Bob Campbell

Neroli Ellis

Michael Field AC

Lara Giddings

Peter Gutwein MP

Nicholas Heyward

Liz Jack

Mark Kelleher

Greg McCann

Norm McIlpatrick

Christine Mucha

Dan Norton AO

David O'Byrne MP

Tom O'Meara

Anthea Pritchard

Martin Rees

Heather Rose

Kim Seagram AM

Judy Tierney OAM

Kathryn Thomas

Mark Thomas

Albert van Zetten

Mike Vertigan AC

Malcolm White

Don Wing AM

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costs isn't progress

How you
grow matters

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