



2023

YEARBOOK



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ABOUT

Tasmanian Leaders

Our purpose

Our purpose is to amplify purposeful and inclusive leadership for greater social, economic and environmental wellbeing.

Our guiding principles

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

Strategic Direction 2023-2030

Leadership development	Effective networks	Leadership in action	Sustainable expansion
<p>GOAL</p> <p>To be the number one choice for leadership development in Tasmania.</p>	<p>GOAL</p> <p>To boast the most connected and diverse network in Tasmania.</p>	<p>GOAL</p> <p>To activate our network to positively influence our future.</p>	<p>GOAL</p> <p>To be efficient and viable in broadening our reach and impact.</p>
<p>STRATEGIES</p> <ol style="list-style-type: none">Maintain excellence in the design and delivery of all our programs, with TLP at the core.Expand the number of leadership offerings that meet agreed criteria and resource commitment.	<p>STRATEGIES</p> <ol style="list-style-type: none">Maintain the Tasmanian Leaders Network, and associated activities and events, as our primary strategy for connectedness.Continue to diversify our network by reaching into new areas and establishing new partnerships.	<p>STRATEGIES</p> <ol style="list-style-type: none">Seek opportunities that encourage those within and beyond our Network to think about our preferred futures.Convene people to create positive and sustained systemic change towards our preferred futures.	<p>STRATEGIES</p> <ol style="list-style-type: none">Continue to monitor and assess our performance and impact at Board, staff and program level.Maintain and grow relationships with people, organisations, industries and communities to grow sustainably.

WELCOME

from the Chair

2023 saw Tasmanian Leaders again confirm its status as the number one choice for leadership development in Tasmania. And what a busy year it was!

We delivered the 17th Tasmanian Leaders Program (TLP) in 2023. TLP continues to be our flagship leadership program. This core program is now flanked by more compact programs including three distinct I-LEADS, each tailored to sectors with emerging needs for leadership. We also continued to offer the ever-popular Dare to Lead™ alongside new offerings in Trauma Informed Leadership with Dr Polly McGee and Leaders as Communicators with Dr Fiona Reynolds.

This past year saw further growth for Tasmanian Leaders with our successful participation in the inaugural federally funded, place-based program, Leading Australian Resilient Communities (LARC). In addition, we also delivered a terrific new program for the wine sector, called Next Crop, in partnership with Wine Tasmania.

Our 2023 schedule included many in-person events for our Tasmanian Leaders Network. This Network now numbers over 800 people. Making the most of this influential group for Tasmania remains a key priority. One activity that sought to activate the Network this past year was our Polarisation Thought Leadership project. The project sought to understand how our Network members experience polarisations, personally and professionally, and how we might support their leadership efforts in relation to that. We are really pleased to have contributed to this emerging field of knowledge.

Every leadership organisation needs to remain clear on its strategic direction. Tasmanian Leaders is no exception. Which is why the Board renewed its strategic focus this past year with the new Strategic Direction 2023-2030, which you can read on the previous page.

We're especially pleased with the strategic direction's new focus on leadership in action. This is about generating system-wide change in Tasmania; building future foresight and generating new thinking and action. In 2024 we'll have a new committee to work on this, led by leading futurist and innovator, Katy Cooper.

I'd like to give special thanks to our current Board members (listed on page 46). Your insights and guidance have been invaluable this past year.

This year also saw the sad death of Brian Lewis who died suddenly in October, aged 64, from a rare, deadly disease called necrotising fasciitis. Brian helped found Tasmanian Leaders, designed TLP and co-delivered it pro-bono for ten years as well as our ThinkBanks. Brian was clever, rigorous, caring and witty. He will be greatly missed.



I want to acknowledge the many volunteers who support our work; on our subcommittees and working groups and as speakers, facilitators, mentors and consultants. A big thank you also to our executive coaching team Dr Polly McGee, Greg Jemsek, Ben Pangas and Steve Willing GTLP.

An especially huge thank you is due to our long-time TLP Residential facilitators, Lynda Jones and Bob Campbell. Their extraordinary work, insights and years of service – seven! – made a tremendous difference to the many participants who passed through TLP. Thank you so much Lynda and Bob.

I would also like to express my appreciation to Dr Kevin Swarts for his contribution to our organisation over the past eleven years as an intern, volunteer, and Program Committee member. Kevin's insights, passion and skills significantly shaped our evaluation process, making a lasting impact.

Thank you to the staff of Tasmanian Leaders, led by our ever-impressive Chief Executive Officer, Angela Driver GTLP and supported by Simone Hackett in her role as Business Manager. Thank you to our former Program Manager Donna McDermott GTLP who left in May and Maureen Brennan, our Marketing Coordinator, who left in November. We wish you both all the best in your new endeavours. And welcome and thank you to Ros Young who joined as our new Program Coordinator in July.

The Tasmanian Government remains our foundation supporter. That support, together with participant and employer contributions and the generosity of our highly valued sponsors and donors, ensures our programs remain affordable, accessible and highly effective in developing more connected and competent leaders.

Special thanks also to our major partners: KPMG and WIN Television and our program partners: Federal Group, Nekon, Wine Tasmania and W.D. Booth Charitable Trust. You can see a full list of partners on page 55.

Leadership is an action. It requires others and must be collective. In that spirit, we acknowledge everyone who helped to make this another successful year for Tasmanian Leaders, both those highlighted in this Yearbook and those who continue to exercise leadership under the radar for the benefit of our wonderful island home, Tasmania.

Rob Woolley
Chair
Tasmanian Leaders

OUR 2023 *activity*

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PROGRAMS



TASMANIAN LEADERS PROGRAM

I-LEAD NOT-FOR-PROFIT

I-LEAD TOURISM & HOSPITALITY

I-LEAD WOMEN IN INDUSTRY

DARE TO LEAD™ AND GRADUATE CLASS

TRAUMA INFORMED LEADERSHIP,
TEAMS AND CULTURE

LEADERS AS COMMUNICATORS

NEXT CROP

LEADING AUSTRALIAN RESILIENT
COMMUNITIES


➔ 542


PARTICIPANTS



29

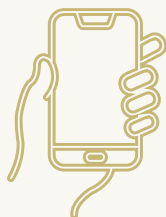
SCHOLARSHIPS
VALUED AT \$50,000

 5,458

 4,700

 1,961*

SOCIAL MEDIA FOLLOWERS



175

NEW GRADUATES



825

TOTAL GRADUATES 2007-2023



211

VOLUNTEER SPEAKERS
& FACILITATORS

17

EVENTS



LEADERSHIP + HOPE SYMPOSIUM

REGIONAL NETWORK EVENTS

TLP NETWORKING EVENTS

WHEN EVERYONE LEADS WEBINAR

GRADUATION EVENTS

➔ 750+

ATTENDEES

MESSAGE

from the Chief Executive Officer



It is customary to end a year by reflecting on the previous twelve months. For me, the highlight of 2023 was our work around hope. Given the challenges we face, hope is something we all need.

But hope is not just a feel-good concept. It is a rallying cry. A choice. Hope is leadership in action.

That is why we made hope the theme of the 2023 Leadership + Hope Symposium. The Symposium explored the economic and psychosocial benefits of hope and the key role it plays for leaders. It was a thrilling event which inspired everyone who attended to dream big, think boldly, and act with purpose – in a spirit of hope. You can read more about the Symposium further on in this Yearbook.

Oddly enough, the work we did this past year around polarisation was also about hope. That might sound surprising. How can the rise of toxic polarisation be a source of hope? Afterall, polarisation can dismantle collaboration, stifle discourse and denigrate those with different opinions. But thinking about polarisation can motivate and inspire us as leaders.

That is why we ran the Polarisation Thought Leadership project this year – to better understand how our Network members experience polarisations and what we can do to overcome them. This project, led by Dr Danielle Campbell GTLP, was probably the first of its kind in Australia. And the report which flowed from it is now available on our website to encourage leaders and community members across Tasmania (and Australia) to talk about this topic and explore solutions at the local level, in hopeful ways.



Looking back over the past year, I reflect with sadness on the sudden deaths of our co-founder Brian Lewis and TLP graduate Kacee Johnstone GTLP. Our thoughts are with their families and loved ones.

As per previous years, I end the year filled with gratitude for the dedication of our volunteers and their commitment to us. I echo the words of our Chair in his message (on page 5) and add my appreciation for everything our volunteers and supporters did for Tasmanian Leaders in 2023.

I'd also like to reiterate our Chair's thanks to our long-time TLP Residential facilitators, Lynda Jones and Bob Campbell. Their contribution has been exceptional and will live long in the memory with their wise words of wisdom etched into how I also show up as a facilitator and as a leader.

I was also delighted to assemble a new TLP facilitation team from a competitive field of applicants. The new line-up – Katy Cooper, Dr Polly McGee and Steve Willing GTLP – will start next year with the 2024 Tasmanian Leaders Program.

And speaking of the year ahead, there is much in store! Our 2024 Symposium will be about humanity. A huge topic. And one every leader needs to discuss, especially given the astronomical rise of artificial intelligence. I look forward to sharing more about this event in the months ahead.

2024 will also see a new Leadership Summit, in Launceston. The Summit will bring together top leadership scholars and development practitioners for a unique opportunity to integrate leadership research and practice on the Tasmanian, national and international stage. It promises a balanced academic and practitioner split with high levels of interactivity.

We close 2023 and turn to 2024 in a spirit of hope. Hope tied to action, and a ceaseless desire to create positive and sustained systemic change in Tasmania and beyond.

Angela Driver
Chief Executive Officer
Tasmanian Leaders



TLP17 2023

The 2023 Tasmanian Leaders Program included seven Linking Sessions and three multi-day Residentials co-designed and facilitated by Bob Campbell, Angela Driver GTLP and Lynda Jones.

Residential Retreats

Session	Where	Date
Opening Residential	Spring Bay Mill, Triabunna	Friday 3 March – Sunday 5 March
Mid-Year Residential	Panorama Hotel, St Helens	Friday 23 June – Sunday 25 June
Closing Residential	Tarraleah Estate, Tarraleah	Friday 17 November – Sunday 19 November

Linking Session One

INNOVATION AND INDUSTRY

Burnie: 23 – 25 March 2023

Demographic shifts and economic impacts in NWC Tasmania	Anita Kuss, Associate, Regional Australia Institute	Presenter
Leadership story	Kelly Elphinstone, Executive Director, Elphinstone Group	Presenter
Site visit: Ashgrove Cheese	Richard Bennett, General Manager, Ashgrove Cheese	Site Host
Site visit: Eastford Creek Winery	Rob Nichols, Owner, Eastford Creek Winery	Site Host
Site visit: Elphinstone Pty Ltd	Kendal McCreddie, Assembly Supervisor, Elphinstone Pty Ltd	Site Host
	Randell Mee, Fabrication Supervisor, Elphinstone Pty Ltd	Site Host
Site visit: Grange Resources	Ben Maynard GTLP, Chief Operating Officer, Grange Resources	Site Host
	Chris Stanton, Process Engineer, Grange Resources	Site Host
	Dian Olwagen, Manager Quality and Process Improvement, Grange Resources	Site Host
	Kai Zou, Senior Site Manager, Grange Resources	Site Host
	Nicholas van der Hout, Technical Services Manager, Grange Resources	Site Host
	Tanya Abblitt, Safety and Training Advisor, Grange Resources	Site Host
Site visit: Harvest Moon	Tundra Howe, Compliance Manager, Harvest Moon	Site Host
Site visit: Jayben Group	Andy Duggan, Supply Chain Manager, Jayben Group	Site Host
	Chris Johnson, General Manager, Jayben Group	Site Host
	Robert Duncombe, General Manager, Jayben Group	Site Host
Site visit: SED Graders	Robert Deed, Marketing and Service Manager, SED Graders	Site Host
Site visit: TMEC – Centre of Excellence	Vanessa Skip, General Manager, Tasmanian Minerals, Manufacturing and Energy Council	Site Host
Workshop: How Lean creates innovation in industry	Clynton Jaffray GTLP, Director and Lean Coach, Productivity Improvers	Presenter



Linking Session Two

GOVERNANCE IN TASMANIA

Hobart: 28 – 29 April 2023



'Good Governance' case studies from Australia and New Zealand School of Government	Dan Norton AO, Non-Executive Director	Presenter
Democracy in danger: what are the threats to our political institutions and are there any solutions?	Matt Killingsworth, Head of Politics and International Relations, School of Social Sciences, University of Tasmania	Presenter
Designing for wiser action	Julia Curtis GTLP, Social Alchemist	Presenter
Leadership and governance: back to the future	Richard Herr OAM, Faculty of Law, University of Tasmania	Presenter
Leadership story	Rosie Batty AO, 2015 Australian of the Year	Presenter
Lower House tour and conversation	Nic Street MP, Liberal Member for Franklin	Host
Upper House tour and conversation	Meg Webb MLC, Independent Member for Nelson	Host
Workshop: The power of you	Melinda Maddock, Author of How to Train Your Political Animal	Presenter
World Café: Question time with our political leaders	Ella Haddad MP, Labor Member for Clark	Panellist
	Ruth Forrest MLC GLTP, Independent Member for Murchison	Panellist
	Senator Jonathan Duniam, Liberal Senator for Tasmania	Panellist
	Senator Nick McKim, Australian Greens Senator for Tasmania	Panellist



Linking Session Three

OUR COMMUNITIES

Launceston: 26 – 27 May 2023

Are communities real or imagined?	Professor David Adams , Pro Vice-Chancellor (Community, Partnerships and Regional Development) and Professor of Management, University of Tasmania	Presenter
Being Aboriginal: isolation, assimilation and identity	Clyde Mansell , Tasmanian Aboriginal Elder	Presenter
Hunger in the land of plenty: innovations and solutions for a more just food system	Sandra Murray , Lecturer Food Nutrition and Public Health, University of Tasmania	Presenter
Leadership story	Peter Gutwein , former Tasmanian Premier and Treasurer	Presenter
Panel: Discrimination, courage and advocacy	Don McCrae , Chief Executive Officer, JustTas	Panellist
	Jane Wardlaw , Disability Advocate and Consultant	Panellist
	Sarah Bolt , Anti-Discrimination Commissioner, Equal Opportunity Tasmania	Facilitator
	Sharon Corvinus-Jones , Chief Executive Officer, Kentish Regional Clinic	Panellist
	Susan Kenyi , Member Sudanese Community	Panellist
Panel: Learning Set Project learnings from alumni	Andrew Pitt GTLP	Panellist
	Andy Fist GTLP	Panellist
	Kat Kelly GTLP	Panellist
	Robin Barnes GTLP	Panellist
Site visit: 24 Carrots Garden, Ravenswood Heights Primary School	Program coordinators and students	Site Host
Site visit: M.A.C.S. Garden and Mens Shed	Program volunteers	Site Host
Workshop: Stress, wellbeing and our capacity for resilience	Bianca Welsh , Founder, Mentor and Mental Health Educator, From Experience	Presenter



Linking Session Four

STATS AND STORIES: PAST, PRESENT AND FUTURE

Hobart: 28 – 29 July 2023



Community voice – policy impact stories	Charlie Burton , Manager Policy Management Team, TasCOSS	Presenter
	Helen Merrick , Executive Manager, Strategy and Development, MRC	Presenter
Demography for industry leaders	Terri Simpkin , Associate Professor of Management and MBA Director, University of Tasmania	Panellist
Future focus – in control of our destiny	Di Underwood , Chief Executive Officer, Colony 47	Panellist
	Katy Cooper , Founder and Managing Director, DisruptiveCo	Facilitator
	Kim Martin , Director, WMM Law	Panellist
	Kim Shore , Innovation Projects, Climate KIC	Panellist
	Oliver Cassidy , Tasmanian Conservation Trust, Co-Producer and Protagonist – The Franklin	Panellist
	Rosalie Martin GTLP , Speech Pathologist, Criminologist, 2017 Tasmanian of the Year, Connect 42	Panellist
Leadership story	Tomas Remenyi GTLP , Founder and Director, Acclimatised	Presenter
Socio-economic demography – the past has shaped who we are today	Lisa Denny , Workforce Demographer	Presenter
Tasmanian identity, who are we? Census data overview	Andrew Tyson , Assistant Director, Australian Bureau of Statistics	Presenter
Workshop: Introduction to executive coaching	Ben Pangas , TLP17 Executive Coach	Executive Coach
	Greg Jemsek , TLP17 Executive Coach	Executive Coach
	Polly McGee , TLP17 Executive Coach	Executive Coach
	Steve Willing GTLP , TLP17 Executive Coach	Executive Coach

Linking Session Five

TASSIE TENSIONS

Launceston: 25 – 26 August 2023

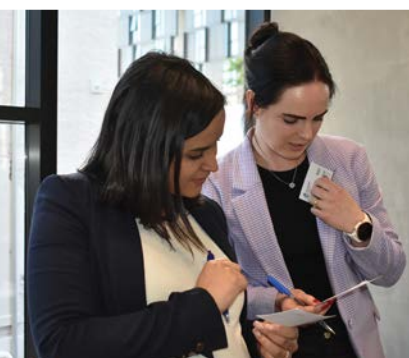
Future Tasmania – what are our future tensions? Moving to solutions?	Katy Cooper , Founder and Managing Director, DisruptiveCo	Presenter
Leadership story	Rodney Croome AM , LGBTIQA+ advocate and academic	Presenter
Panel: Observations on polarisation	Matt Anderson , Mine Manager, Grange Resources	Facilitator
	David Cox , Head of Tasmania Operations, Hawthorn Football Club	Panellist
	Kathrine Morgan-Wicks , Secretary and Head of Agency, Department of Health Tasmania	Panellist
	Senator Peter Whish-Wilson , Australian Greens Senator for Tasmania	Panellist
	Senator Richard Colbeck , Liberal Senator for Tasmania	Panellist
Tassie tensions – how did we get here?	Professor David Adams , Pro Vice-Chancellor (Community, Partnerships and Regional Development) and Professor of Management, University of Tasmania	Presenter
Unconscious bias and holding tensions with a growth mindset	Cat Stolp , Leader Organisational Development, TasNetworks	Presenter
	Jarryd Todorovic , Business Graduate, TasNetworks	Presenter
Workshop: A problem to solve or polarity to manage	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Facilitator



Linking Session Six

RESPONSIBLE ENTERPRISE

Hobart: 22 – 23 September 2023



Government drivers and policy	Cameron McLennan , Senior Policy Analyst, Department of Premier and Cabinet	Presenter
	Tony McCall , Project Director, Office of the Coordinator General	Presenter
Leadership story	Naomi Edwards , Non-Executive Director	Presenter
Site Visit: The Commons	Di Elliffe , Resident and Member of the Commons Committee, The Commons	Site Host
	James Senior , Partnerships Manager, Nightingale Housing	Presenter
	Sarah Jennings , Resident and Chair of the Commons Committee, The Commons	Site Host
Site Visit: The Podium Building	Catherine Elliott , Senior Sustainability Officer, University of Tasmania	Presenter
	Debbie Hindle , Wellbeing Specialist, University of Tasmania	Presenter
	Iha Diwan , Senior Strategy Analyst, University of Tasmania	Presenter
Striving for responsible enterprise: corporate, environmental, and social perspectives	Anthony Broese van Groenou , Co-Founder and Director, Good Car Co	Panellist
	James Hatton , Chief Executive Officer, Tasmanian Land Conservancy	Panellist
	Lisa Cawthen , Environmental Scientist, Consultant and Educator, Resource Work Cooperative	Panellist
	Martin Exel , Managing Director, SeaBOS (Seafood Business for Ocean Stewardship)	Panellist
	Sally Hayne , Founder and Managing Director, Esprit	Facilitator
Thirty-five exercise	Lissa Villeneuve , Founder, South Hobart Sustainable Community Inc	Facilitator
What is responsible enterprise?	Josh Geelan , Lead Partner, ESG and Sustainability, KPMG	Presenter
Workshop: Design thinking and AI	Simon Tyrrell , Head of Sustainability and Impact, My Net Zero	Facilitator
Workshop: Understanding the voice to parliament	Steve Willing GTLP , Facilitator, Reconciliation Tasmania	Facilitator

Linking Session Seven

CONNECTIONS MATTER

Launceston: 20 – 21 October 2023

Creating opportunities for connection	David Puls, Regional Host Tasmania, Men's Table	Panellist
	Ella Dixon, Chief Executive Officer, Migrant Resource Centre	Panellist
	Mel Blake, Community Connections Programs Manager, Volunteering Tasmania	Panellist
	Tania Heideman, Assistant Director, Treasury and Finance	Panellist
Ending loneliness together	Bridget Archer MP, Federal Member for Bass and Co-Chair, Parliamentary Friends of Ending Loneliness	Panellist
Leadership story	Niki Vincent, Commissioner for Gender Equality in the Public Sector (Victoria)	Presenter
Loneliness – what is it, how is it measured and how it shows up?	Professor Genevieve Dingle, University of Queensland	Presenter
Panel: Is Tasmania a lonely state?	Kym Goodes, Managing Director, 3P Consulting	Panellist
	Michael Kelly GTLP, Chief Executive Officer, Relationships Australia	Panellist
Panel: Leadership in governance	Andrew Frost GTLP, Non-Executive Director	Panellist
	Donna Bain, General Manager, Self Help	Panellist
	Jacquie Howard, Non-Executive Director	Panellist
	Jane Bennett, Non-Executive Director	Panellist
	Sarah Merridew, Non-Executive Director	Panellist
Round table: Lived experience	A former child soldier who emigrated to Tasmania	Panellist
	A former convicted criminal reintegrating into society	Panellist
	A survivor of family violence	Panellist
	A young person speaking about bullying in school	Panellist
	An ex-military officer who had served in Afghanistan	Panellist
Site visit: Harvest Launceston Community Farmers' Market	Kim Hewitt, Representative, Harvest Launceston Community Farmers Market and FermenTasmania	Site Host
Workshop: Unlocking boardroom doors	Donna Bain, General Manager, Self Help	Presenter



TLP17 VALEDICTORY SPEECH

Tim Hunt

Thank you all for being here. It's a great privilege to represent our amazing Tasmanian Leaders TLP17 group and to share with you some thoughts and experiences from the program in 2023.

It's a great honour for me to be selected by my fellow TLP graduates to deliver this speech, in front of our collective friends, family, employers, alumni and distinguished guests.

Firstly, what on earth is a Tasmanian Leader? What does that even mean? How do you qualify to be one? Who decides if you are one? And if you are one, what are you supposed to do?

These are the questions that I know a lot of us wrestled with during our deeply impactful year on the Tasmanian Leaders Program. I'm going to try to make sense of these questions, and their possible answers as I tell you a little about our year in TLP17.

The journey started in late 2022, when applications were due for the program. I remember sitting down writing up my application, which in itself was a brain bending and challenging exercise. This process included submitting video responses to select questions. This was almost enough to put me off as I replayed my responses, tried to fix my hair, grimaced at my lisp, and tripped over my last word, forcing me to re-record the whole thing! Then came the online interview with an intimidating panel of high-powered panellists. Gillian asking the tough question when hearing about my aspirations: "So if this is the work that you want to do, why haven't you already done this Tim?" I can't even remember my answer.

I was so excited when I found out I was accepted. Proud that I must have done well enough to get into the program. At the end of the year I was relaying my interview experience to the Tasmanian Leaders Chair Rob at a networking event and was brought back down to earth when he looked at me quizzically and said, "You said all that and they still let you in?" I'm glad you weren't on the panel Rob!

Soon enough the program was upon us, and I nearly bailed out. My dad passed away a month before the program was due to start, and I was grappling with the grief of his loss as the start date loomed close. I knew that he would not have wanted me to miss out, and so I set out for our first Residential at Spring Bay Mill. We have all talked about our shared experience of walking in on that first day and all feeling like we didn't belong, or weren't worthy, classic imposter syndrome that speaks to the humility and vulnerability of our group.



Part of the magic of TLP is the way it is crafted to bring the group together, and I remember sitting and listening to deeply personal stories from everyone while we shared a meal on that first night. I was moved by these strangers' words and left thinking, "Wow, these are my people." A bond was formed that first night, which built safety and trust and a sense of shared learning and togetherness that has lasted and grown through the program.

As we worked through the Linking Sessions, we were provided with an incredible collection of facilitators, presenters, coaches, and learning experiences that I can't imagine could be matched by any other available leadership program.

Angela facilitated with authority, humour and care, and constructed an experience that flowed like a wild Tasmanian river, purposeful, strong, still, and at times turbulent. Ange, I must let you know that I have stolen your masterful way of drawing the attention of the room. Ange would say 'OK we're going to have to hold the conversations there, as we are coming up to a time boundary'. Definitely the politest way to say "shut up you lot" that I have come across!

Bob and Lynda led us through our deep learnings at the Residentials and I'd like to thank them on behalf of TLP17. It was an honour to have been part of their final TLP group to experience their unique facilitation style. The weaving together of Bob's dry wit, and powerful anecdotes with Lynda's heartfelt empowering wisdom. Their collective knowledge and skilled delivery made for an entertaining, safe, challenging and meaningful learning experience.

Through the Linking Sessions we built our understanding of the history, the present and the imagined futures of lutruwita / Tasmania. We grappled with the tensions that bind us and divide us. We learned about the unique aspects of what it is to be Tasmanian, the challenges of our isolation, our social and economic disadvantage. We heard stories from leaders who relayed their vision for a stronger Tasmania. Drawing hope from their lived experience or feeling energised by their aspirations to take opportunity from the unique advantages that our island provides. We gained tools and understanding to help come to terms and make sense of these challenges and opportunities. And we always went home exhausted!

I don't think you can go through a process of deep learning like we have without a sense of shared experience, and a wonderful network has emerged from our time together. I'm particularly thankful for the bonds and trust that were formed in our Learning Set 'Future FUTURE'. I'm sure the other Learning Sets would feel that same. Sharing heartfelt personal feedback in the closing Residential was a particularly profound and impactful moment in the program for our group, and this could not have occurred without the safety and trust that we built, working together over the year.

Friendships have naturally formed along the way, and although he never returns my calls, I am grateful for the friendship I have formed with Rob. We shared almost every trip to and from TLP, giving us time to mentally prepare and then debrief which I appreciate as an important part of my program experience. I'm still waiting on petrol money for any of those trips Rob. Just kidding, it's money for petrol and snacks.

Everyone applies for TLP for different reasons. I applied as I felt like I had achieved a lot in my career, but I had reached a point of inertia. I was stuck. Making an impact but settling for a lack of stretch. Sitting comfortably within my capabilities. I could still feel the spark of desire to make a difference, but it felt like it was becoming buried.

The Tasmanian Leaders Program gave me exactly what I needed to explore and understand where I was at, in a safe environment surrounding me with fascinating curious people that were on their own personal journeys but travelling with me. I'm so grateful for the moments of connection and deep conversations that I shared with people as I made sense of me, where I was at, and where I needed to be going. I fuelled up at the Linking Sessions, reconnecting with the challenges of what it is to be Tasmanian, hearing tragic statistics and stories, and being lifted by examples of innovation. I experienced renewed pride, grief, confusion, and hope. By the end of the mid-year Residential I had a very clear understanding that I had to hit my zero point, a point in the Four Rooms of Change model so elegantly explained by Lynda. I knew that to truly grow and move forward that aspects of my mindset and behaviours must die to make way for the birth of new thinking and new behaviours.

I remember standing in the safety of our group, holding a dry twig in one hand and a green shoot in the other and feeling this sense of what must happen for me so strongly as we closed the Residential. That was my moment. I recall going back to work and ambushing my boss with this. He thought I was taking the piss.

Ange would always say go gently back to your work and home, but I just stomped back into work and blurted out stuff about twigs and green shoots and how I had to change. But I am changing. The twig and the shoot set the context for the second half of my TLP experience and re-ignited my sense of wanting to make a meaningful change in the world. My change concept was honed and evolved through expert coaching from my assigned executive coach Greg Jemsek.

The spark has reignited. A flame has formed. I've found a new path and a new way to make a positive difference in Tasmania. It feels scary, but it feels exciting, and it would not have happened if I hadn't done TLP.

We were told to expect challenge and change during our TLP journey, and there were some milestones during the year that's for sure.



Suellen got a new job, Kate got a promotion, Tim got a new job, Jess had a baby (that she nearly called Timothy), and the whole group fell in love – with karaoke!

There are some things that I will particularly miss when I reflect on our year in TLP; I'll miss both the banter and the meaningful conversations that I shared with our group. Especially the conversations that sprung up out of nowhere on a coffee break or while walking together. I'll miss David O's one-minute preambles to his questions, filled with praise and politeness. I'll miss the moment that 'Big Matt' added his wise thoughts, right at the very end, just when we thought everyone had spoken. I'll miss Kate's cutting wit, Mel's huge heart. I'll miss Ollie's constant challenges for us to do more, Lissa's brewing tips, David L's proverbs. I'll miss Rob's humour veiled genius. And so much more.

I'll miss a shared journey with my Dad, who was there with me along the way, in reflections of him at piyura kitina, in witnessing his totem, the sea eagle at St Helens, and having to drive his beat up old Corolla (that we still haven't sold!) up to Tarraleah for the final Residential.

So, in closing, I asked at the beginning what is a Tasmanian leader, and I'll attempt to answer that considering the experience that I have shared with my TLP17 colleagues.

I think that you are a Tasmanian leader if you care about the journey that our island state is on. If you listen with empathy and curiosity to the echoes and lessons of our rich, and more recently brutal past. I think that you are a Tasmanian leader if you take time to learn about our ever-present challenges and our abundant opportunities to grow and be better. I think you are a Tasmanian leader if you exercise hope for our future and hold on to a vision of a stronger and more successful Tasmania. But most importantly, I think that you are a Tasmanian leader if you bring all of this together, and you commit to doing something with all of that to create positive change, or fight to hold on to something that we must not lose.

To my fellow graduates, I urge us to support each other to take what we have learned, and to harness the growth that we have all experienced, and ensure that we take action, no matter the cause or the magnitude, to help make Tasmania stronger, healthier, cleaner, friendlier, more prosperous, more inclusive, and more Tasmanian.

Graduates



"I have a newfound fire in my belly to do something about the downturn in volunteering in Tasmania. I am not sure what that looks like just yet but will work towards making a difference."

Matthew Abbott

Deputy Chief Executive Officer 2PM Services

Matthew is a career-oriented professional with a strong work ethic and determination. He approaches his work with pride, integrity, and professionalism. Matthew is customer focused, has highly developed interpersonal and negotiation skills and is able to work efficiently while meeting challenging timeframes. Matthew has a strong background in project management, IT infrastructure support and facilities management. He is experienced with a variety of ICT technologies and is aware of occupational health and safety considerations.

TLP positively changed the way I think both professionally and personally. It has transformed my ability to challenge myself and to not settle for second best. One of my key growth areas has been around my emotional intelligence. I now have the insight to be aware of, manage, and express my emotions, which will serve me with interpersonal relationships judiciously and empathetically. The highlight for me was the amazing people I met.

I walk away from TLP knowing it's not the end but only the beginning. I strive to inspire others by sharing my experiences, techniques and frameworks. I will challenge myself and others to be the best version of ourselves. I have a newfound fire in my belly to do something about the downturn in volunteering in Tasmania. I am not sure what that looks like just yet but will work towards making a difference. ■

Karen Abey

Acting Director City Life City of Hobart

On entry into the program: Manager Development Appraisal, City of Hobart

Karen spent the first twenty years of her professional life working as a solicitor, with a focus on corporate and commercial litigation, later concentrating on local government and planning law. This transitioned into managing the planning application team at the City of Hobart. Karen discovered that her real passion and skills were around collaborating with different people to find efficient ways of working. She is currently Acting Director at City of Hobart.

TLP was like nothing else. It's intense; it opens you up to being vulnerable in a safe and constructive way; it opens your mind to new issues and ways of working that are very practical. I feel very privileged to have been able to focus on my development in this way, alongside a bunch of absolute superstars.

It is difficult to boil down the take-aways from TLP in a few sentences. Ultimately, I have the confidence to be a more mindful leader. My actions will be more considered and deliberate. I have a better understanding of my blind spots and tendencies. I now know that I work differently to other people and have more knowledge about how to get the best from myself and others. ■

"My actions will be more considered and deliberate. I have a better understanding of my blind spots and tendencies. I now know that I work differently to other people and have more knowledge about how to get the best from myself and others."





"I aim to catalyse positive change within the industry by promoting sustainable practices and innovation and fostering a culture of inclusivity. The program's emphasis on networking and collaboration will empower me to leverage these opportunities in the future."

Matthew Anderson

Mine Manager Grange Resources

Matthew is the Mine Manager for Grange Resources' Savage River mine. He has twenty years' experience in the mining industry with professional expertise in technical services, mine planning, operations and mobile fleet management. Matt leads his team to look for safer, more efficient and more sustainable ways to deliver steel making products to customers. He is also a member of the Tasmanian Minerals, Manufacturing and Energy Council's Inclusion and Diversity and Tasmanian Minerals Emergency Response committees.

TLP provided me with the opportunity to better understand the adaptive challenges we are facing in our industry and our Tasmanian communities. I have built relationships with a diverse group of passionate and dynamic people who challenged my assumptions, bolstered my confidence and allayed my doubts. The encouragement and understanding I received while learning and growing with this group has been invaluable.

TLP's emphasis on strategic thinking, effective communication, and adaptive problem-solving highlighted the value of the innovations we are developing and renewed my passion to share these with Australia and the world. I aim to catalyse positive change within the industry by promoting sustainable practices and innovation and fostering a culture of inclusivity. The program's emphasis on networking and collaboration will empower me to leverage these opportunities in the future. ■

Nepelle Crane

Chief Executive Officer NRM South

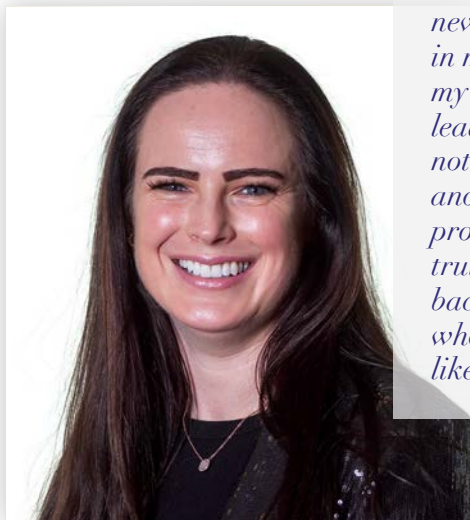
Nepelle is the Chief Executive Officer of NRM South, with twenty years' expertise in natural resource management leadership, across diverse sectors in Tasmania. Through her role, Nepelle has successfully navigated significant organisational reform, propelling NRM South to unparalleled growth. Nepelle's impact-driven and strategy-focused approach reflects her passion and dedication to achieving tangible sustainability and environmental outcomes for southern Tasmania.

TLP17 has been complex and challenging, but ultimately rewarding. The program goes beyond professional growth, offering valuable space for self-reflection. It has prompted a deeper understanding of my leadership style and its application in diverse settings in Tasmania. The Linking Sessions, focusing on critical topics for Tasmania's future, have been particularly valuable. Exploring practical tools and resources has helped me to navigate personal and professional challenges throughout the year.

TLP has reshaped my self-perception in relation to my work, purpose, relationships and Tasmania. It has prompted meaningful changes in my daily life and decision-making, beyond organisational needs to explore my individual purpose. This rare reflective opportunity has clarified my drivers and fostered a resolve for greater impact. Beyond practical skills, the program has cultivated enduring friendships, professional connections and awareness of wellness and self-care, which will provide enduring value beyond graduation. ■



"TLP has reshaped my self-perception in relation to my work, purpose, relationships and Tasmania. It has prompted meaningful changes in my daily life and decision-making, beyond organisational needs to explore my individual purpose."



“The program has instilled a newfound belief in myself and my ability as a leader. I have not encountered another leadership program that has truly brought me back to leading whole heartedly like this.”

Mel Croome

**Business Manager
AJ & M Construction Pty Ltd**

Recipient of the HIA Building Women's Scholarship

Mel is the Business Manager of AJ & M Construction and has a twelve-year background in business management. Mel is a people person and a peer and mentor to those in her team. Her positivity and kindness in the way she approaches life and work makes her an energising person to be around. You can always count on Mel to give you her time and undivided attention when you need it most, and the encouragement to believe in yourself. Professionally Mel is well respected, a fantastic role model for women in industry and strives to empower those around her while leading authentically.

TLP left me feeling empowered and deeply reflective of the privilege I have, while giving me the courage to be authentically me. I never expected to learn so much about myself in a year on this program. I am deeply appreciative of my new learnings and the vulnerability and trust our cohort shared right from the very beginning to allow such strong connections to form. The program has instilled a newfound belief in myself and my ability as a leader. I have not encountered another leadership program that has truly brought me back to leading whole heartedly like this.

Upon completion of TLP I am inspired to engage more with women in industry and continue to have a positive and meaningful impact within the building and construction sector. TLP has given me a renewed sense of wanting to lead with purpose and confidence to drive a positive outcome for young people in Tasmania and the people closest to me. Now more than ever, thanks to TLP, I trust my ability as a leader and have my eyes wide open to the unlimited opportunities of serving me, my community, and the people around me better. ■

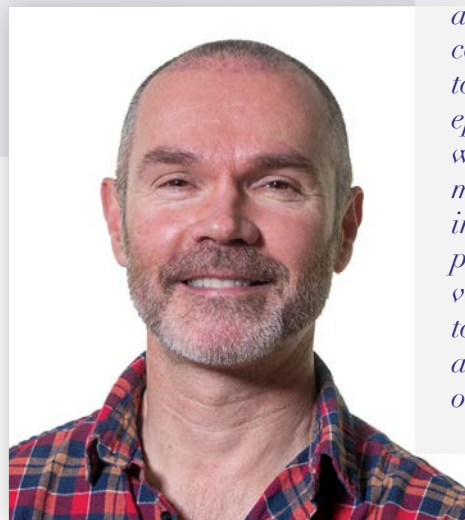
Patrick Cullinane

**Company Director
Resonance Consulting**

Pat is a people person and really succeeds when bringing people together to achieve great things. Having previously worked for several global consulting firms, Pat recognised that people and culture are the key ingredients to a rewarding and inclusive working environment. Pat achieved his dream by co-starting Resonance Consulting in 2014. Starting off from humble beginnings, Resonance is now a thriving business with diversity, equality and inclusion being the pillars to the success of the business and its people.

From day one, TLP was intensive, immersive, rewarding and sometimes confronting. The learnings from TLP enabled me to understand and analyse myself and others better, improved my personal and professional relationships and gave me the ability to approach challenges and problems with a new or different perspective. Some of the many highlights of TLP were observing and learning from other TLP participants and presenters, the process in preparing for the Learning Set Linking Session, and the Linking Session site visits.

My experiences at TLP contributed to a recent epiphany that I wish to become more involved in providing professional and voluntary services to community and not-for-profit organisations. Linking Session presenters also gave me the answers I needed as an aspiring board member, and I will soon be seeking opportunities in this area. ■



“My experiences at TLP contributed to a recent epiphany that I wish to become more involved in providing professional and voluntary services to community and not-for-profit organisations.”



“TLP has given me valuable insight into the breadth of Tasmania’s community and the intersections between government, industry and community.”

Stuart Davey

**Manager – Community Legal Education and Information
Tasmania Legal Aid**

Stu commenced his career in law following work in the community sector in Melbourne and Sydney. Seeking just and better outcomes for individuals through working at the community and systemic level is what drives Stu in all his professional pursuits. His current role at Tasmania Legal Aid draws on an intersection of big picture planning, oversight of service delivery to the community, and advocacy on long-term issues that will make a difference. Outside of work he is busy on his blueberry farm raising two boys with his wife.

TLP is unlike many other programs I have experienced. It has given me valuable insight into the breadth of Tasmania’s community and the intersections between government, industry and community. The program has given me the opportunity to practice and extend my leadership with skills and frameworks I expect to draw on for years to come. I appreciate the diversity of participants in the program and consider how the learning has been enriched through this diversity and through the input from external speakers and facilitators.

As a result of the TLP, I feel a lot more confident in what I have to offer through my career. I completed the program with a renewed sense of purpose for the work I choose to give myself to. I expect that this will guide me for years to come to make a positive impact on Tasmania. I also gained access to a valuable network of colleagues whose collective influence reaches through every part of the community. With every ending is a new beginning, and this idea resonates deeply for me as I continue post TLP. ■

Oliver George

**Chief Executive Officer
Condense**

Recipient of the Tasmanian Leaders Small Business Scholarship

Oliver spearheads a successful local tech consultancy, celebrating a decade of innovation and growth. Oliver is driven by a desire to help those around him flourish. He collaborates with industry leaders and academics to improve decision-making and, through this work, nurtures University of Tasmania graduates – contributing to the next generation of innovators. He co-founded Startup Tasmania and cherishes quality time with his young family.

I could say so many wonderful things about TLP. The joy of being part of such a special group of participants. The challenging insights and perspectives. The practical knowledge and skills. The long overdue investment in self-awareness. But, looking back, the biggest surprise was in the final session. At the start of the year I couldn’t have told you what I stood for. One year later we were asked to write it down, so I did! It felt right. I have found my true north, what a gift!

After TLP I am exploring ways to contribute to developing the skills of the technology workforce in Tasmania to address unsustainable workforce demographics. I plan to be courageous, generous and supportive in ensuring that those around me are able to achieve their potential. I’m looking for ways to contribute and influence to make a better Tasmania for the generations to come. ■



“At the start of the year I couldn’t have told you what I stood for. One year later we were asked to write it down, so I did! It felt right. I have found my true north, what a gift!”



"My learnings on empowering Tasmanians in need and around our environment, has given my election campaign a clearer message, and I have a strong sense of my values and sense of purpose moving forward with my decision-making into the future."

Clare Glade-Wright

**Independent Candidate for
House of Assembly
Franklin**

*On entry into the program: Deputy Mayor,
Kingborough Council*

Clare was elected to Kingborough Council in 2021, becoming Deputy Mayor in 2022. Clare owned and operated Hobart Hideaway Pods and was recognised for her efforts in sustainability, winning various awards for Eco-Tourism in 2018-19. Her perspective on the economic and human benefits of good policy is influenced not only by her Council and community work but also her background in small business. The decision to contest a seat in Franklin at the next State Election was sparked by a rise in support for independents across Australia.

I found the TLP experience to be incredibly insightful due to the broad range of speakers who addressed us. This allowed a peek into a variety of industries and organisations which I would not have otherwise been exposed to. There were many moments when I was surprised, like hearing how a mine is decarbonising, the personal journeys of leaders who started in vulnerable places, and a better understanding of the different ways people operate. I feel I now have a better understanding of Tasmania and its challenges.

Having completed the program, I am really looking forward to getting stuck into my campaign for the electorate of Franklin. I am very inspired by our session on governance, particularly in light of the expansion of parliament, and the influence that different parliamentary members can have. My learnings on empowering Tasmanians in need and around our environment, has given my election campaign a clearer message, and I have a strong sense of my values and sense of purpose moving forward with my decision-making into the future. ■

Dr Miranda Hann

General Practitioner

Current: Ochre Medical Centre Hobart

Future: Scoparia Health

*On entry into the program: General Practitioner
Registrar, Ochre Medical Centre Hobart*

Miranda is a General Practitioner in Tasmania and works primarily with the LGBTQIA+ community. She is an avid advocate for change in the way we approach healthcare, particularly primary healthcare. She believes health is ecosystem wide and needs to encompass the vastness of experience each person brings with them and how that impacts on health. She is the first doctor in Tasmania to provide informed consent gender affirming healthcare and has become a leading expert in trans and gender affirming healthcare in the state.

TLP has been an incredible launching pad. The connections gained from this program have been invaluable and will be resources and networks that I'll maintain throughout my career. The opportunities for self-reflection and growth gave me new ways to approach challenges in leadership and relationships. The feedback and insights gained from the five people in my Learning Set will be the best guides for my future growth and maximising the impact I'll have in Tasmanian healthcare and policy.

My few weeks post TLP have been quite magical and humbling. I have been invited onto the Whole of Government LGBTQIA+ Reference Group Steering Committee as an expert in LGBTQIA+ health; I have been selected for media training through the Royal Australian College of General Practitioners (RACGP) and added on to their list of experts to call upon for RACGP media responses; and I have been included in a video campaign to end conversion practices in Tasmania. The lessons I learned throughout the year are informing the way I present and engage in these opportunities. ■



"TLP has been an incredible launching pad. The connections gained from this program have been invaluable and will be resources and networks that I'll maintain throughout my career."



“The program has made me curious and adventurous to explore my potential and to continue my growth as a strong and inclusive leader who cares and is driven to create a positive culture.”

Nicole Henty

Chief Executive Officer Royal Flying Doctor Service Tasmania

On entry into the program: Acting Chief Executive Officer, Royal Flying Doctor Service Tasmania

Nicole is the Chief Executive Officer of the Royal Flying Doctor Service (RFDS) Tasmania Section, with a commitment to improving health outcomes for rural and remote communities across Tasmania. Nicole started with RFDS in 2010 after relocating from Sydney and has spent her career in the healthcare sector. Nicole's background and qualifications are in the dental industry, and most recently she completed a four-year (part-time) associate degree in a Bachelor of Business at the University of Tasmania which developed her business management skillset.

I entered TLP with the expectation that I would be challenged but did not anticipate I would graduate with the wealth of knowledge I now carry with me daily to assist my decision-making. I found myself surrounded by a diverse group of leaders that during the program challenged my problem-solving skills and taught me to reflect; strengthening my capabilities and self-belief. TLP gave me the opportunity to gain insights and perspectives in consultation with peers and coaching specialists.

The program has made me curious and adventurous to explore my potential and to continue my growth as a strong and inclusive leader who cares and is driven to create a positive culture. My aim is to inspire people around me by sharing my learnings and the information I gained. The experience taught me to continually challenge myself, trust my instincts and lead with confidence. Listening to my Learning Set, I now have belief in my capabilities and understand my abilities to develop strong, reliable relationships. ■

Mark Hogarth

Financial Controller Shaw Contracting

Since 2013, Mark has been an integral part of Shaw Contracting, a leading Tasmanian civil construction company. His role as a Financial Controller involves navigating the complex financial landscape of the construction industry, overseeing project financial reporting, general ledger and compliance. Beyond the balance sheets, Mark is passionate about fostering a collaborative work environment, bridging the gap between projects and the head office. Prior to his career at Shaw Mark spent ten years as a chartered accountant.

TLP has been one of the best things I have done, and I wasn't really prepared for how deeply I would dive into it even from the very first day. I've learned more about myself and leadership in the last year than the previous 45 years combined; it's too early to tell but I believe the program has imprinted a lasting changed perception of self and the world around me. Without doubt the highlight for me has been the shared experience and connections made with an inspiring and diverse group of people.

My aim going forward is to be more purposeful and deliberate in my role as a leader in my organisation, home and community. The program has helped me to look ahead with an enhanced sense of awareness of self, others and situations. I have a set of tools and frameworks that I intend to put into practice to make a positive and lasting impact in our wonderful home of Tasmania. ■

“The program has helped me to look ahead with an enhanced sense of awareness of self, others and situations. I have a set of tools and frameworks that I intend to put into practice to make a positive and lasting impact in our wonderful home of Tasmania.”





“TLP has amplified my confidence to speak up and take action, to trust myself, to trust in my beliefs and my values more deeply. I have a richer understanding of Tasmania, its history, its current reality, and its possible futures.”

Tim Hunt

Diversity, Equity and Inclusion Specialist TasWater

On entry into the program: Workforce Australia Services Manager, Workskills Tasmania

Tim is an empathetic and people focussed leader with a diverse professional background, having successfully led teams in the mining, telecommunications, energy and community sectors. Tim is focussed on helping others to develop and grow to be able to make their strongest possible unique contribution. Determined to make a difference in the Tasmanian community, Tim utilises strong relationship building and communication skills to form and nurture links between like-minded organisations and individuals.

TLP has been incredible. I commenced the program with trepidation, excitement and curiosity. I soon learned that the program had been filled with amazing individuals who shared my desire for self-growth, and a passion for Tasmania. A key moment for me occurred at the second Residential when we revisited ‘the zero point’ – a moment where you must cease something completely to be able to move forward and make room for something new. This moment has enabled me to make impactful change in who I am as a leader.

Reflecting on my learnings and personal growth from the program, I am determined now more than ever to do work that directly benefits the people in our community. TLP has amplified my confidence to speak up and take action. To trust myself, to trust in my beliefs and my values more deeply. I have a richer understanding of Tasmania, its history, its current reality, and its possible futures. And I am determined to make my contribution to a future version of Tasmania that is more inclusive, sustainable and prosperous. ■

David Lietzau

Principal Department for Education, Children and Young People

David is a passionate educator with a desire to create strong, connected school communities. He has been a Principal for the last decade in northern Tasmanian schools. David is committed to developing the leadership skills and frameworks of young leaders in our system. David’s leadership focus is to support young people’s learning needs so they can reach their potential and contribute to the Tasmanian community.

I am struck by the deliberate sequencing of TLP, starting with the deep dive to explore and understand myself better, my leadership style and how I understand and work with others. It also provided the space for the exploration of new information and frameworks. If one statement were to encompass TLP for me, it would be ‘nobody does it alone’. That resonates through the well-orchestrated opportunities provided to learn and grow from each other and together.

After TLP I hope to continue to learn and grow as a person and a leader. Leadership for me involves others. This combined with the alignment of my first principles means that I want to continue to support others to be their extraordinary selves. I hope that into the future my work continues to give me the privilege of being able to serve the Tasmanian Community. ■



“If one statement were to encompass TLP for me, it would be ‘nobody does it alone’. That resonates through the well-orchestrated opportunities provided to learn and grow from each other and together.”



“The learnings and connections the program provided have encouraged me to continue to challenge the norm and to be innovative in my leadership approach.”

Jessica Lopes

**Founder
InsightOut Marketing**

Recipient of TLP17’s Changemaker Scholarship

Jessica is the founder and director of InsightOut, a branding and marketing agency, and JLopes.Co, a Tasmania-based consulting business specialising in helping small businesses clarify their purpose and find the benefits that can accrue from this process. Jessica has fifteen years’ experience working for multinational corporations and retail industry leaders in Brazil, across South America, and Australia. Jessica holds a Bachelor of Marketing and Advertising, a Master of Business Communication, and a Diploma in Leadership and Management.

It was a privilege to be involved in TLP17 with an outstanding cohort. The acquired skills and insights significantly improved my leadership performance. There were numerous highlights, but I particularly loved exploring Tasmania in-depth and gaining a deeper understanding of its people. The exposure to unique industries gave me a comprehensive view, which, as a newcomer, has allowed me to feel more connected to the people and issues that drive Tasmania.

TLP has grown my appreciation of the state, and I feel more empowered, connected and energised to contribute in a positive way to the community. The learnings and connections the program provided have encouraged me to continue to challenge the norm and to be innovative in my leadership approach. Whether it be in my professional role as a founder and director at InsightOut, or setting up a not-for-profit, or as a wife, mother and friend, I want to continue making the world a better place and serving others along the way. ■

Dr David Onu

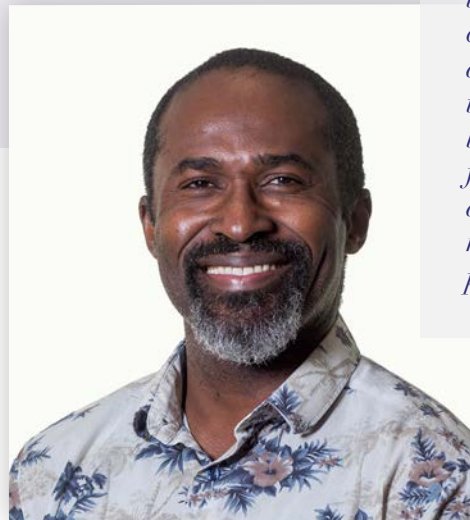
**Statewide Specialty Director,
Correctional Health Services
Tasmanian Health Service**

Originally from Nigeria, David migrated to Tasmania with his family in 2011. For the past 25 years, David has dedicated himself to delivering top-tier medical care across three continents. As the Statewide Specialty Director of Correctional Health Services, a certified relationship and life coach, and an active community leader, David inspires his community. He serves as a board member of numerous community organisations and as a mentor to those on transformative journeys.

Participating in the Tasmanian Leadership Program has significantly broadened my horizons, exposing me to the exceptional talents of my peers. It provided me with the space and tools for deep self-awareness, allowing me to embrace my leadership styles and identify critical areas for personal growth. Emerging as a more confident and intentional leader, I am eager to apply these newfound insights to my roles, bridging existing gaps and exploring opportunities for personal and professional advancement.

Moving forward, I am committed to leading with confidence, applying invaluable leadership frameworks, and manifesting my life’s true purpose. I deeply value connections with my TLP colleagues, contributing to the greater good. I look forward to contributing to the continued success of my team and exploring avenues for collaborative growth within my organisation. ■

“I am committed to leading with confidence, applying invaluable leadership frameworks, and manifesting my life’s true purpose.”





“TLP provided an environment where I rocked tirelessly on waves of emotion and discovery; some moments were joyful and affirming whilst others were uncomfortable. Whilst the process was challenging, TLP supported me to take the steps required to grow and reach my full potential as a leader.”

Laura Pyszkowski

Acting Director Office of the Secretary Department of Health

On entry into the program: Nursing Director Virtual Care Program, Department of Health

Laura is an established nurse leader, acknowledged for her accomplishments in healthcare leadership. With a proven track record of achieving ambitious goals and driving transformative change, Laura brings a unique blend of strategic vision, operational expertise, and effective communication skills to dynamic healthcare environments. Laura operates with autonomy and adaptability and has demonstrated how her leadership skills and attributes drive impactful changes across healthcare settings.

I had one simple objective, to see myself as others see me. TLP provided an environment where I rocked tirelessly on waves of emotion and discovery; some moments were joyful and affirming whilst others were uncomfortable. Whilst the process was challenging, TLP supported me to take the steps required to grow and reach my full potential as a leader. This transformation and growth in my leadership journey has enabled me to embrace a new identity and see myself as worthy.

Moving forward, self-worth, has become a sturdy foundation to my leadership style, it enables me to lead with confidence and authenticity. Providing stability, assurance, and a strong platform for me to motivate, nurture and invest in those around me with respect and trust. More than ever, I can see the meaningful impact I make, independently and collectively to our health services and community. I am persistent, passionate and people focused. I can now move forward freely to reach my full potential as a leader. ■

Rob Skinner

Hospitality Operations Assistant Manager MONA

Rob is an experienced hospitality industry professional, with a strong passion for leading and developing skills, strengths and knowledge in people. Originally from the UK, Rob spent seven years developing his skills in Melbourne. He relocated to Tasmania in 2017 and began working at the Museum of Old and New Art (MONA), where he is now Hospitality Operations Assistant Manager.

I feel incredibly privileged to have been given the opportunity to spend time working with and getting to know such an amazing group of people. It has been an experience like no other. Throughout the year, I have been variously challenged, inspired, entertained, energised, and much more, not only by my fellow TLP crew, but also by Angela, Bob and Lynda. I now better understand who I am and who I want to be, and TLP has reignited a passion for self-improvement and learning that I had been in danger of forgetting.

Learning from, listening to and engaging with some of Tasmania's most fascinating and brilliant leaders has been both humbling and uplifting. There have been songs, stories, tears and laughter, and behind it all a clear and driving purpose: to better understand leadership, recognise good leadership, and learn how to take that into my work and my everyday life. I now understand profoundly the positive power and influence I can have as a leader. Now I know where I am going, people will be more likely to follow me. ■



“There have been songs, stories, tears and laughter, and behind it all a clear and driving purpose: to better understand leadership, recognise good leadership, and learn how to take that into my work and my everyday life.”

“Though there were many tangible tools provided throughout the program, I believe it is the subtleties in ways of working and creating environments that foster growth and relationships that have been most immediately beneficial.”



Laura Spikula

Head of Supply Chain TasNetworks

Laura is an experienced supply chain professional and dynamic senior leader with a passion for developing teams, delivering continuous improvement initiatives and maximising commercial opportunities. Laura has led cross-functional teams across a diverse range of industries, particularly enjoying the energy sector (from oil and gas through to renewables). Having moved to Tasmania from Canada, Laura has found a second home, rich in work-life values of sustainability and community.

TLP has been invaluable to my growth as a leader in my current capacity and setting the foundation for my next challenge. Beyond the skills learned, I made genuine connections with each of our TLP17 participants who have become treasured friends and trusted peers.

Post TLP, I remain grateful for both the leadership development and meaningful connections made through the program. Though there were many tangible tools provided throughout the program, I believe it is the subtleties in ways of working and creating environments that foster growth and relationships that have been most immediately beneficial. ■

Suellen Taylor

HR Manager Crowne Plaza Hobart

On entry into the program: Customer Experience Manager, Metro Tasmania

Suellen is a mother, nana, sister, daughter, friend, associate, coach, colleague, board member and leader. Starting her career in operational roles, Suellen's passion and natural curiosity for people, system dynamics and organisational behaviour saw her naturally gravitate into human resources. As an early school leaver, Suellen made the commitment to study as a mature aged student and graduated with a Bachelor of Behavioural Science and a Master of Business Psychology. She loves a good laugh and practices gratitude.

TLP provided a safe space to unpack my collection of life's lessons. It positioned me to investigate what I truly value and hold dear. I found moments that triggered deep emotions, that literally took my breath away. I wrestled with my own logic and really enjoyed being exposed to the thinking and practices of others. I love the eclectic group of people we are and feel that my circle of trusted advisors has expanded. As an adopted Tasmanian, I now feel better informed on the state of play in our community.

Following TLP, I plan to get better acquainted with breathing. That simple, unconscious thing we do, moment by moment. Without it, well... you know... we just aren't... at all. Being conscious about how I use breath will help me work through those leadership moments; the ones where we need to make decisions; the moments we need to listen rather than respond; those moments we need to take for ourselves so we can step up at the right time and be of service to others. They don't say fit your own mask first for nothing! ■

“Being conscious about how I use breath will help me work through those leadership moments; the ones where we need to make decisions; the moments we need to listen rather than respond; those moments we need to take for ourselves so we can step up at the right time and be of service to others.”





“The exposure to government, community and enterprise was excellent and engaging; it left me with a deeper understanding of areas and issues I have not had much experience in.”

Kate Todd

Head of Asset Management Office Hydro Tasmania

On entry into the program: Manager Program Portfolio, Hydro Tasmania

Kate has a background in management consulting, energy and utilities, with a focus on asset management and process improvement. She has worked across Australia in a variety of organisations and has degrees in business and finance. Kate is interested in organisational dynamics, and how to improve team performance and alignment to strategy. Kate has also volunteered on the board of the Motor Neurone Disease Association of Tasmania for the last five years.

TLP gave me a range of tools and frameworks for considering myself as a leader and what kind of leader I want to be. Although I may have more questions than answers at the moment, they are meaningful questions for me to consider that will benefit me and my organisation long-term. The exposure to government, community and enterprise was excellent and engaging; it left me with a deeper understanding of areas and issues I have not had much experience in.

The new perspectives gained through my time in TLP will help me to approach things in a holistic way and tackle complex, systemic issues. I would also like to be more involved in community work, supporting the excellent programs already in place and contribute my skillset where I can make a difference. ■

Lissa Villeneuve

Founder South Hobart Sustainable Community Inc

Lissa is passionate about community-led process and projects, particularly in the areas of resilience, sustainability and inclusion. She puts her money (actually time!) where her mouth is, founding South Hobart Sustainable Community Inc and co-founding Source Community Wholefoods Cooperative – both local, volunteer driven organisations that have had a big impact on community cohesion and sustainability. Lissa advocates for work-life balance and living simply, which allows time to contribute to community and supports wellbeing.

It's not often that you enter a room in Tasmania, with 23 others and don't know any of them! As an introvert, it was daunting. But sharing the experience and perspectives with this incredible bunch of humans was a definite highlight. Perhaps I have played it a bit too safe in the past, avoiding spaces or roles that would stretch me out of my comfort zone, but TLP has inspired me to embrace the uncomfortable and challenge myself to 'give it a go' and embrace failures for the learning opportunities they provide.

It becomes more and more clear to me that communities have the answers to the complex issues facing society and governments' role should be to create spaces for them to come together, share learnings and insights, analyse information and make decisions on how to create the change they want to see and then work collaboratively to implement those changes. I hope to play a bigger role in bringing deliberative and participatory democratic practices into mainstream use in Tasmania and make the case for devolved decision-making. ■



“TLP has inspired me to embrace the uncomfortable and challenge myself to ‘give it a go’ and embrace failures for the learning opportunities they provide.”



“Developing a sense of purpose towards leading better, giving back to community and growing and improving Tasmania has been such a rewarding experience for me and I feel incredibly connected to the state thanks to the program.”

Mitch Wyper

Head of Field Operations TasNetworks

After living and working across Queensland, Mitch moved to Tasmania with his young family in mid-2022 to take up a new leadership opportunity with TasNetworks, leading the Field Operations team across Tasmania (in between exploring Tassie with the family). Mitch has moved from an apprentice electrician, to engineer, to leader in the utilities sector. This unique perspective has contributed to a passion for ensuring those in his team grow to their full potential.

For me, TLP has been nothing short of amazing, motivating and challenging all at once. It has been such a powerful way to get to know Tasmania from the inside out. Being new to the state, I have had the absolute privilege of working with an amazing group of leaders and now friends. Developing a sense of purpose towards leading better, giving back to community and growing and improving Tasmania has been such a rewarding experience for me and I feel incredibly connected to the state thanks to the program.

First things first, I will be using the confidence and capabilities I have grown with TLP to lead my team and organisation with purpose, using my values to guide me. Each TLP session has helped me realise there is so much opportunity to contribute to the world around me right here in Tasmania and I want to be part of that and I’m looking forward to doing that with the amazing network TLP17 has provided. ■



Learning Set Projects



ENABLING SCOUTS TO FLOURISH

Learning Set members

Matthew Anderson, Mel Croome, Tim Hunt, Rob Skinner, Laura Spikula, Mitch Wyper

Project vision

To facilitate the relocation or re-homing of a Scout Hall, from Somerset to Wynyard.

Project outline

The Wynyard Scouts and the local community face a pressing challenge as the possibility of losing their Scout Hall looms large. This potential loss not only holds ramifications for the Scouts of Wynyard, but also resonates within the broader scouting community. This predicament could potentially be resolved by using the Somerset Scout Hall, located around 12km away, which is lying dormant and underutilised. We have hatched a plan to try and safeguard the future of scouting in Wynyard. Our plan involves collaborating with local business AJ & M Construction to explore the feasibility of relocating the currently inactive Somerset Scout Hall to Wynyard. By breathing new life into an underutilised facility, we aim to create a new hub for the Wynyard Scouts, ensuring that they continue to benefit from the rich experiences and opportunities that scouting provides. While still in the nascent stages of this ambitious project, we are optimistic about the positive outcomes it can yield for the Scouts and all those who derive value from their organisation. The potential relocation not only secures a physical space for the Scouts but will also contribute to the overall community.



PROJECT GIVING

Learning Set members

Matt Abbott, Stu Davey, Nicole Henty, David Lietzau, David Onu, Suellen Taylor

Project vision

We aim to close the gap on 'vacant' volunteering hours in Tasmania and in the process promote social and individual wellbeing.

Project outline

As a team we share Volunteering Tasmania's vision of an inclusive, thriving and celebrated culture of community participation. We have also learned throughout the year the value of story and the power it has to educate and stimulate connection and insight. Our aim is that by June 2024, we will have captured and produced thirty stories from individuals and organisations engaged in volunteering activities. Volunteering Tasmania may choose to use these to educate the community and interested partners on the need and benefits of volunteering.



SHORT OF A SHED

Learning Set members

Karen Abey, Nepelle Crane, Clare Glade-Wright, Mark Hogarth, Lissa Villeneuve

Project vision

To assist existing not-for-profit organisation, Short of a Sheet, which receives and provides furniture and homewares, some items of clothing and other items such as toiletries, directly to those in need.

Project outline

Our key task is to help Short of a Sheet find a space to store donations so they can stop using their personal residences to store items. This will allow them to become more organised and efficient at providing items to those in need. We have been investigating several options for space and continuing to engage with Short of a Sheet to understand whether we can meet their needs.



STRENGTHENING GOVERNANCE FOUNDATIONS – TRANSFORMING NOT-FOR-PROFIT ORGANISATIONS

Learning Set members

Patrick Cullinane, Oliver George, Miranda Hann, Jessica Lopes, Laura Pyszkowski, Kate Todd

Project vision

To facilitate the development of governance policies, procedures and operations as part of the board structure for new and emerging not-for-profit organisations in Tasmania.

Project outline

The project will co-design and implement a not-for-profit governance startup strategy that is transferrable to other non-profits in Tasmania. The process will draw from known governance resources, such as the Australian Institute of Company Directors (AICD), in addition to leveraging skills and expertise of local professionals to help establish the strategy. Using co-design principles, a collaborative approach will combine expertise and stakeholder input to create a user-centred solution. An existing not-for-profit project, VMA TAS by Learning Set member Jessica Lopes, will be used as a reference (test) case for an early-stage not-for-profit. The project team will collaborate with a range of stakeholders and organisations to raise awareness of the project and disseminate information and resources focused on building governance capability in the non-profit sector.



I-LEAD

Not-for-profit

PROGRAM PARTNER



SCHOLARSHIP PARTNERS



The Select
Foundation

The highly successful 2023 I-LEAD Not-for-profit program was made possible with the generous support of the WD Booth Charitable Trust and our scholarship partners Arts Tasmania and The Select Foundation.

In close collaboration with leading community and sector-specific experts, we crafted the I-LEAD Not-for-profit program to cater to the needs of the 35 participants and their respective organisations. These participants represent a diverse range of large and small community-focused organisations from across the state.

The program included content to increase awareness and build adaptive leadership capacity as well as systems and change theory. Targeted sessions included decision-making, strategic foresight, collaboration and influence, and importantly wellbeing and mental health.

I-LEAD Not-for-profit participants were surveyed on completion of the program. The overall satisfaction rating was excellent. By the end of the program, participants reported that they had the tools for leading in complex and uncertain times, had increased their understanding of social motivators and drivers of behaviour and had developed a strong network of relevant peers.

We anticipate more positive long-term outcomes that will allow these organisations and communities to thrive in an increasingly complex economic and social environment.

SPEAKERS

Charlie Burton, Policy Manager, Tasmanian Council of Social Services
Kristen Desmond GTLP, Deputy Chair, Children and Young People with Disability Australia
Josh Geelan, Partner, KPMG
Georgie Ibbot, Chair, Volunteering Tasmania
Sam Ikin, Director, Ikin Media
Lynda Jones, Principal Consultant, the noagroup
Nat Kingston, Business Advisor, Tasmanian Chamber of Commerce and Industry
Kate Mackie, Manager – Special Projects and Industry Development, Arts Tasmania
Jill Maxwell GTLP, Chief Executive Officer, Sexual Assault Support Service
David Nancarrow, Senior Manager, Northwest Counselling Service Tasmania
Kate Owen GTLP, Founder and Head of Design, Futago
Miles Smith, Tas Division of the AICD, Australian Institute of Company Directors
Katherine Street, Coach, Facilitator and Consultant, People Flourishing
Simon Wellington, Chief Executive Officer, Theatre Royal

GRADUATES

Alejandro Crespo-Schmidt, Training and Workforce Development Manager, HR+ Tasmania
Jai Appleby, Manager Claiming Services, StLukes Health
Edward Beswick, General Manager, Thrive Group Tasmania
Rebecca Birrell, Chair, Junction Arts Festival
Conor Canning, Facilitator, JCP Youth
Jay Chipman, Founder and Executive Director, Homely Retreats
Troy Cook, Workforce Development, MAS National
Nicole Crook, Treasurer, Laurel House
Rochelle Finearty, Executive Manager, Settlement and Youth Services, Migrant Resource Centre Tasmania
Diana Carolina Flores Estrada, Senior Settlement Officer, Migrant Resource Centre Tasmania
Danica Foy, Primary Health Workforce Consultant, HR+ Tasmania
Keren Franks, Chief Executive Officer, Young Leaders of Tasmania (YLOT)
Samantha Grace, Community and Youth Manager – North, St Vincent de Paul Society (TAS) Inc
Kirsty Grierson, Executive Officer, School Food Matters
Freya Griffin, Communications Partner, Integrated Living Australia
Will Harkness, Development Manager, Housing Choices Tasmania
Tanya King, Project Officer, Deloraine House Inc
Grace McCallum, Marketing Coordinator, Salamanca Arts Centre
Kristina McCarthy, Program Manager, Material Institute – 24 Carrot Garden
Libby McKay, Campaign Manager, Eat Well Tasmania
Michelle Mizzen, Head of Communications and Marketing, Beacon Foundation
Ruth Osborne, Project officer – Volunteer Inclusion, Volunteering Tasmania
Courtney Punshon, Clinical Lead, Salvation Army Treatment and Recovery Services
Melissa Scott, Member Services Manager, StLukes.Health
Amy Sharp, State Manager, Teach For Australia
Kit Soo, Volunteer Kitchen and Garden Facilitator, Material Institute – 24 Carrots
Julie Starr, Executive Officer, Devonfield Enterprises Inc
Sally Thompson, Manager, Migrant Resource Centre Tasmania
Lyndal Thorne, Board, Slipstream Circus, Paper on Skin, Burnie Arts Council
Lauren Vaessen, Team Leader, The Smith Family
Nicole van Leeuwen, Multicultural Community Development Manager, Multicultural Council of Tasmania
Myfwana Wedd, Regional Manager, Lady Gowrie Tasmania
Ryan West, Deputy Principal Solicitor, Launceston Community Legal Centre
Lynne Wilton, Founder, Museum of North East Tasmania Art Gallery
Richard Witbreuk, Project Coordinator, Disability Voices Tasmania

LILY'S STORY

For Lily Foster, participating in I-LEAD 2022 revealed an untapped inner strength. It was a turning point. Lily, an alcohol and other drug advocate, needed support and a new perspective, and the program delivered that.

"I-LEAD gave me the strength and support I needed to stand up and challenge my own internalised stigma and limiting beliefs, and face the world," she said.

"It arrived at a crucial moment when I could have easily lost faith in myself."

The camaraderie of the I-LEAD community empowered Lily to navigate the challenges she faced with newfound positivity and determination.

"The impact of I-LEAD on my professional aspirations has been immeasurable," she said.

"Since completing the program, I've achieved significant milestones, such as spearheading the 'Tasmanians with Substance' campaign in alcohol and other drugs sector."

Lily has also since presented at several conferences including the Harm Reduction International Conference in Melbourne and the ATDC conference in Hobart.

"These experiences allowed me to apply the leadership principles I gained from I-LEAD, reinforcing my confidence in my ability to lead effectively," she said.

"I-LEAD gave me the confidence to stand up and speak up."

For Lily, the lasting impact of I-LEAD on her professional journey has been "priceless".

"The skills and insights I gained have played a crucial role in my growth as a leader," she said.

"The program's emphasis on effective communication and strategic planning has notably improved my ability to lead projects and initiatives, earning recognition within my organisation and sector."

With her newfound confidence and improved mindset Lily is now better equipped to lead in her dynamic sector.

"I'm sincerely grateful for this program – I can't thank Tasmanian Leaders enough," she said.

Lily Foster

Alcohol and other Drug Advocate



I-LEAD

Tourism & Hospitality

PROGRAM PARTNER



Tasmania's tourism and hospitality sector has faced significant challenges over the past few years.

The sector has needed to manage disruptions and fluctuations in tourism numbers and staff shortages while the rising costs of living have placed pressure on discretionary spending. Responding to these challenges has required substantial resilience, foresight, and leadership from industry professionals.

Now in its third year, I-LEAD Tourism & Hospitality is designed to address the specific needs of the industry and encourage agility and sustainability. The program's 2023 cohort are now better positioned to spearhead the future development of this sector in Tasmania.

Supported by Federal Group, we extend our congratulations to the 27 participants who successfully completed I-LEAD Tourism & Hospitality in 2023. We recognised the challenges faced during our time together and were privileged to witness tremendous resilience, openness, collaboration and support for each other throughout the program.

SPEAKERS

Archana Brammall GTLP, Co-Owner, Sweet Brew and Tattlers Lane
Matt Casey, General Manager Luxury Collection, MACq01, The Henry Jones Art Hotel
Terese Casu, General Manager, Spring Bay Mill
Buck Gibson, Owner, Vertigo Mountain Biking
Anne Greentree, Director Visitor Economy Strategy, Tourism Tasmania
Nick Haddow GTLP, Owner, Bruny Island Cheese Co.
Tony McCall, Project Director, Office of the Coordinator-General
Diane Rae, Owner, Grandvewe Cheeses
Kim Seagram AM, Chair and Co-Founder, FemenTasmania
Bianca Welsh, Co-Owner, Stillwater and Seven Rooms

GRADUATES

Bella Alcorso, Communications and Events Coordinator, Tourism Industry Council Tasmania
Melinda Appleby, General Manager, Hobart Workers Club
Mackensie Belbin, Events Coordinator, Spring Bay Mill
Matt Bosworth, Operations, Bar, Wagering Manager, Shoreline Hotel
Bryony Bull, Manager, Stillwater
Mathew Cilia, Assistant General Manager, Saffire Freycinet
Josh Coad, Restaurant and Bars Manager, Federal Group – MACq 01 Hotel
Emma Davis, Owner and Director, Raincheck Lounge
Keline Fabre, Food and Beverage Manager, Peppers Silo
Lucy Fleming, Chief Executive Officer and Owner, Love Lucy Boots Wine Room
Bec Flynn, Owner, Stábla
Juan Garcia, Assistant Manager, Freycinet Holiday Houses
Len Geale, Security Operations Manager, Country Club Tasmania
Denise Hall, Housekeeping Manager, Wrest Point
Kim Hudson, Group Legal Counsel, Federal Group
Laura Keith, Director, Earthy Eats
Zoey Keleher, Employee Experience and Development Partner, Wrest Point and Federal Group
Sally Law, Head Chef, Belly's Bar and Grill
Luna Liu, Senior Team Leader, Tasmanian Travel and Information Centre
Niall Maurici, Hospitality Venues Manager, Lark Distilling Co.
Amy McBride, Marketing and Product Executive, Kalis Hospitality
Annie McKay, Owner and Operator, Aloft Boutique Accommodation
Andrew McMaster, Owner, Bridgecroft Accommodation
Daniel Nikitenko, Service Delivery Manager, Federal Group (Technology Services Group)
Alisha Tams, Food Operations and service Manager, Kalis Hospitality
Jasmine Thompson, Project Manager, Federal Group Tasmania
Alice van der Woude, Director, Marketing and Experience, On Board

GRADUATE TESTIMONIALS

"I have learnt that I have the capacity to be a good leader when I'm not holding myself back. I was inspired to meet everyone in the program and find so many people who care about what they do and the industry; it gave me a sense of belonging and hope also for the future of hospitality."

2023 graduate

"I loved the diversity of the group and listening to different opinions and views on topics."

2023 graduate

"It was a great program that came to me at the right time of my career development."

2023 graduate

"I had the expectation that the content would have a strong industry focus, and it did deliver on that."

2023 graduate





I-LEAD *Women in Industry*

PROGRAM PARTNERS



SCHOLARSHIP PARTNERS



Building on the success of the first program in 2022, Tasmanian Leaders, with the backing of the Tasmanian Government, launched the 2023 I-LEAD Women in Industry program in October 2023.

Aimed at supporting and advancing the leadership journeys of women in traditionally male-dominated fields across Tasmania, the 44 participants in the 2023 I-LEAD Women in Industry cohort showcased the remarkable talent and potential of women in the Tasmanian workforce.

The program was designed and facilitated by our Chief Executive Officer, Angela Driver GTLP, in collaboration with Dr Polly McGee. Their partnership embodies a powerful fusion of expertise, showcasing a profound understanding of leadership.

During the opening session in Launceston, participants had the privilege of hearing from Dr Niki Vincent, Public Sector Gender Equality Commissioner (Victoria), and Dr Robin Banks, a disability and human rights advocate. To mark graduation a reception at Government House was hosted by Her Excellency the Honourable Barbara Baker AC, Governor of Tasmania.

Making the leadership journey possible for many of the participants were our scholarship sponsors, including the Tasmanian Government, Tasmanian Women in Agriculture, the Tasmanian Forests and Forest Products Network, and Keystone Tasmania. Delivering these scholarships in partnership with industry has been extremely rewarding and demonstrates our partners' commitment to advancing gender equality in Tasmania.

A notable addition to the 2023 program was the introduction of peer mentoring by connecting the 2022 and 2023 cohorts. This innovative feature creates a collaborative environment, allowing participants to learn from each other and enhance their leadership journeys.

GRADUATES

Alysha Allen, Finance Analyst, Fonterra Australia Pty Ltd
Claire Austin, Associate and Senior Architect, Cumulus
Jane Bailey, Company Secretary, pitt&sherry
Elisha Blackberry, Engagement and Support Coordinator, JBS Australia
Marcela Bezerra, Project Engineer, Shaw Contracting
Jasmine Cardno, Women in Trades Consultant Tasmania, Mas National
Sarah Casey, Associate Stakeholder and Community Engagement Consultant, pitt&sherry
Tori Cleaves, Export and Yard Manager, Wood Based Products Pty Ltd
Louise Cooper, Senior Project Manager, TasRail
Anna Cotton, Assistant Manager, Kelvedon Estate
Mel Croome, Business Manager, AJ & M Construction Pty Ltd
Kirsty Dickenson, Horticulturalist, Costa
Zoe Faulkner, Emergency Services, Avebury Nickel Mine
Liese Fearman, Partner, Woodspen Farm
Seona Findlay, Agronomist, Tas Agronomy Plus
Steph Gee, Owner and Operator, CM & SM Gee Electrical
Sarah Gilmour, Geochemist, GHD
Liz Hafner, Manager Capital Engagement, TasWater
Georgina Hall, Studio Lead, Plus Architecture
Amanda Hardinge, Chief Executive Officer, Merritt Joinery Pty Ltd
Bridget Hickman, Team Leader Engagement – Iutruwita / Tasmania, GHD
Sonia Hodgetts, General Manager, People Improvers
Estelle Hudson, Sales and Development Executive, AMC Search
Brie Jak, Asset Data and Systems Coordinator, Tas Gas
Natalie Keane, Human Resources and Payroll Officer, JBS Australia
Carryn Manicom, Project Manager, Marine Solutions
Maddy McBride, Fish Performance Manager, Huon Aquaculture
Tahnee McShane, Director, McShane Rotherwood
Kuluni Millaniyage, Phd candidate, Centre for Sustainable Architecture with Wood
Rani Milne, Senior Account Manager, Ionata Digital
Emma Nightingale, Horticulturalist, Costa Berries
Hafwen Pearce, Harvesting and Sales Coordinator, Sustainable Timber Tasmania
Mel Pearce, Business Services Manager, Dulverton Waste Management
Bec O'Holloran, Finance Systems Manager, Marinus Link
Jenny Retterer, Mill and Machinery Operator, Forico
Ash Shotton, Pit Operations Shift Supervisor, Grange Resources
Libby Smith, Project Manager, Oliver Kelly Group
Alana Summers, Work Health and Safety and Administration Manager, Triple H Contracting
Cassie Tickner-Smith, Environmental Advisor – Projects and Approvals, Tasmanian Irrigation
Sarah Vautin, Manager Land Property, Sustainable Timber Tasmania
Michelle Walls, Contract Administrator, Sustainable Timber Tasmania
Zoe Wyllie, Mine Geologist, Avebury Nickel Mine
Rachel Yao, Software Developer, Sustainable Timber Tasmania
Liz Youd, Community Relations Advisor, Avebury Nickel Mine

SPEAKERS

Fiona Auton, Operations Manager of Children, Youth and Futures, City Mission
Her Excellency Hon. Barbara Baker AC, Governor of Tasmania
Robin Banks, Disability Rights, Human Rights, Public Policy and Advocacy
Erin Buttermore GTLP, Strategy Consultant and Executive Coach
Kate Chambers, Commander Northern District, Tasmanian Police
Mudiwa Chipungu, Head of Supply Strategy and Projects, Coles
Phaedra Deckart, Chief Executive Officer, Tas Gas
Kirsten Galliot, Head of Content, Travel and Business, Medium Rare Content Agency
Cody Gangell, Guide, wukalina walk
Susan Hampton, Retired GP, Ochre Medical Centre
Belinda Hazel, Principle Consultant, Optimum Standard (Aust)
Benita Husband, Engineering Director – Vic and Tas, CPB Contractors
Amy Imms, Founder, The Burn Out Project
Jackie Kirkwood, Private Wealth Advisor, Shadforth

Erica Kreismann, Executive Medical Director, Ambulance Tasmania
Erin Lack, Senior HR Advisor, CPB Contractors
Petris Lapis, Director, Artisan of Change
Jana Martin, Acting Chief Executive Officer, Keystone Tasmania
Rosalie Martin GTLP, Speech Pathologist, Criminologist, 2017 Tasmanian of the Year, Connect 42
Rikki Mawad, Facilitator, Mediator and Coach
Katie McNamara, Chief Strategy and Customer Officer, Super Retail Group
Christine Mucha, Non-executive Director and Chair
Carleeta Thomas, Guide, wukalina walk
Diane Tompson, Managing Director, The Powercom Group
Rayne van den Berg, Chief Executive Officer, NatCap+
Kristina Vermay, Founder and Director, COHORTE Workplace Law
Niki Vincent, Commissioner for Gender Equality in the Public Sector (Victoria)
Trudy Witbreuk, Diplomat and trade negotiator

PARTICIPANT TESTIMONIALS

“As an older woman, mixing with mostly young-ish women leaders, I was inspired by their vivacity and determination. It is not too late for me to benefit directly from the many valuable insights gained and make a difference. More importantly, I feel much more optimistic about the future in the hands of the younger generation.”

Liese Fearman
Partner, Woodspen Farm

“The I-LEAD Women in Industry program connected women across Tasmania and gave us the unique opportunity to find common ground across our industries. Tasmanian Leaders enabled us to develop our leadership skills and form connections with likeminded women across a range of industries to give us the support network to enable change across Tasmania.”

Georgina Hall
Studio Lead, Plus Architecture

“Such a fantastic program. You come feeling like a lone ranger in your field and leave feeling like you have access to a really strong body of women.”

Libby Smith
Project Manager, Oliver Kelly Group

NEXT *Crop*

The Tasmanian wine sector welcomed 24 graduates of Next Crop, a bespoke leadership program delivered from August to September 2023.

The first of its kind offered to the Tasmanian wine sector, this program was delivered by Tasmanian Leaders in partnership with Wine Tasmania, with funding support from Wine Australia.

Participants represented wine businesses of all shapes and sizes, from Dunalley to Port Sorell and everywhere in between, with individuals from viticultural, winemaking, management, cellar door and marketing roles.

The program focused on leadership and management skills to benefit individual participants and their businesses, as well as building capacity in the local wine community.

Paul Smart, Viticulture and Winemaking Officer, Wine Tasmania said of the program, “The format delivered by Tasmanian Leaders was very flexible and practical, with participants able to shape the content and topics discussed to make sure it was highly relevant.”

PROGRAM PARTNERS



**Wine
Australia**



GRADUATES

Tessa Astbury , Marketing Officer, Wine Tasmania
Sierra Blair , Winemaker, Ghost Rock Wines
Jamie Cowen , General Manager, Tertini Wines
Karen Davis , Cellar Door Manager, Holm Oak Vineyards
Matt Dunbabin , Owner, Bangor Vineyard
Vanessa Dunbabin , Owner, Bangor Vineyard
Nick Glaetzer , Vigneron, Glaetzer-Dixon
Kellie Graham , Viticulture Manager, Josef Chromy
Cecilia Hakansson , Retail Operations Manager, Moorilla and Domaine A
Frieda Henskens , Co-Founder and Winemaker, Henskens Rankin
Abbie Hoskin , Assistant Winemaker, Bellebone
Penny Jones , Senior Winemaker and Manager, Bay of Fires Wines
Mitchell Kenney , Vineyard Manager, Dalness Farming
Hugh McCullough , Winemaker, Wellington and Wolfe
Rafe Nottage , General Manager, Bream Creek Vineyard
Ben Pearson , Winemaker, Swinging Gate Wines
Izaak Perkins , Vineyard Manager, Ghost Rock Wines
Ben Pietsch , Viticulturist – Tasmania, Brown Family Wine Group
John Schuts , Director and General Manager, Derwent Estate
Cynthea Semmens , Owner and Winemaker, Marion's Vineyard and Beautiful Isle Wines
Robbie Stewart , Cellar Door Manager, Small Wonder Wines
Alex Travers , Co-Owner, Craigie Knowe Vineyard
Cam Walker , Vineyard Manager, Hill Smith Family Estates
Bryn Williams , Vineyard Manager, Stargazer Wines



PARTNER TESTIMONIAL

Wine Tasmania engaged Tasmanian Leaders to deliver the state's inaugural wine sector leadership program, Next Crop, with funding support from Wine Australia. Wine Tasmania could not be happier with how the program was developed, delivered and administered. Building on the well regarded I-LEAD program, Angela and her capable team worked with Wine Tasmania to develop tailored, sector-specific content and contributions. This included collaboration on every aspect of the program – promotion, application and selection processes, topics, content and presenters, always with a focus on benefits to individual participants and the broader Tasmanian wine community.

In delivering the program, Angela was masterful in holding people's attention, ensuring everyone was included and engaged and encouraging the best from participants. She has an incredible amount of knowledge and experience in growing people's knowledge and capabilities.

The feedback from our 24 Next Crop participants has been overwhelmingly positive. Not only have they all grown their capabilities to immediately apply within their personal and professional lives, they have formed valuable networks to benefit the wine sector as a whole.

Sharelee Davies, Chief Executive Officer, Wine Tasmania

SPEAKERS

- Fran Austin**, Co-Owner, Delemere Vineyard
- Todd Babiak**, Chief Executive Officer, Brand Tasmania
- Andrew Cameron**, Human Resources and Staff Management, Primary Employees Tasmania
- John Clark**, Principle Consultant, Industry Minds
- Nick Haddow GTLP**, Owner, Bruny Island Cheese Co
- Tim Mablesen**, Partner, KPMG
- Kitana Mansell**, Business Development Manager, Tour Guide and Cook, palawa kipili
- Jen Murnaghan**, Coach and Consultant, Digital Dandy
- Fred Peacock**, Owner, Bream Creek Wines
- Andrew Pirie**, Owner, Apogee Vineyard
- Martin Rees**, Chair, Wine Tasmania
- Tomas Remenyi GTLP**, Founder and Director, Acclimatised
- Kyra Reznikov**, Special Council, Finlaysons Lawyers
- Tony Scherer**, Rocky Top Farm and 2018 Australian of the Year
- Simon Tyrrell**, Head of Sustainability and Impact, My Net Zero
- Bianca Welsh**, Founder, Mentor and Mental Health Educator, From Experience

GRADUATE TESTIMONIALS

"I'm always looking to develop and improve as an employee and manager, and the program added aspects not covered in my technical winemaking training, particularly across behavioural science and psychology. I found the program very motivating and insightful, and it has encouraged me to look at ways I can contribute to impactful and positive change both within our business and the sector more broadly."

Sierra Blair, Ghost Rock Wines, Tasmania's Cradle Coast

"Learning about different personality types was really valuable – being aware of how other people think, what you need to do and how to communicate to help them express themselves and get the best outcomes. It was also great to spend time working on the businesses rather than in the business, as it's easy to get caught up in the now."

Ben Pearson, Swinging Gate Wines, Tamar Valley

"The program provided very relevant and practical information to immediately apply in our small wine business. As a business employing quite a lot of people, the program has particularly helped in understanding, supporting and managing our staff."

Matt Dunbabin, Bangor Vineyard, Tasman Peninsula



LEADING AUSTRALIAN

Resilient Communities



Tasmanian Leaders was delighted to be part of the inaugural Leading Australian Resilient Communities (LARC) program.

LARC was a successful collaboration between the Australian Rural Leadership Foundation (ARLF), the Regional Australia Institute (RAI), and partners across Australia, including Tasmanian Leaders.

When participants were asked at the end if they would recommend the program, the response was an impressive 9.21 out of 10.

The program, which started in late 2022 and ran into 2023, set out to bring together diverse communities to build networks and empower leaders to respond to crises.

The LARC Tasmania program attracted 24 participants from North-West Tasmania, including King Island. Participants came from a wide range of sectors and industries; 9% identified as First Nations.

The LARC Tasmania group joined together for a series of forums and workshops across the program. Smaller groups were also formed to deliver group projects in their local communities.

Participants saw the long-term wellbeing of Tasmania as paramount. And they felt that the region was challenged by corporatisation of agriculture and an aging population.

The greatest change reported by participants by the end of the program was around taking action.

As one participant said: "It is important to assist people in the community to come forward and be able to have their voices heard."

Participants also commented on the importance of collaboration and cooperation as well as making the most of networks and connections to empower the voice of community.

Tasmanian Leaders Chief Executive Officer Angela Driver GTLP joined Tasmanian graduates, Jacqueline de Jonge and Stafford Ives-Heres, at the LARC National Alumni Event at Canberra's Old Parliament House on 1 August 2023.

"It was a genuine honour to be in Canberra for this event," said Angela.

"During our time there, we debriefed on the inaugural LARC and witnessed alumni from each region share their insights. It was a great experience for everyone involved."

GRADUATES

Fiona Archer
 Andrew Boyd
 Kirsten Bradley
 Carol Bryant
 Chris Catlin
 Tara Clark
 Sara de Jersey
 Jacqueline de Jonge
 Tanya Denison
 Paris Dennett
 Stephanie Finn
 Stafford Ives-Heres
 Alli Kable
 Robin Krabbe
 Kate Mauric
 Raymond Mee
 Aaron Meldrum
 Lyndon O'Neil
 Luke Sayer
 Puspa Sherlock
 Nicci Skerl
 Yvonne Stone
 Helen Thomas
 Irena Webb

PROGRAM PARTNERS



LEADERSHIP+HOPE

Symposium

The 2023 Leadership + Hope Symposium explored the economic and psychosocial benefits of hope and the pivotal role it plays in successful businesses and communities.

The highly anticipated event immersed attendees in a wealth of cutting-edge research, lived experience, insights, knowledge and network connections.

In Launceston, a gathering of over 100 attendees eagerly listened to insights shared by fifteen inspiring speakers. The event featured keynotes from André Eikmeier, the Founder of Vinomofo and Good Empire, based in Adelaide; Prof Swee-Hoon Chuah, a Behavioural Economist at the University of Tasmania; and Richard Boele, a Human Rights champion and KPMG's Chief Purpose Officer, hailing from Sydney. The diverse perspectives and expertise offered by these speakers enriched the experience for all in attendance.

Leadership + Hope Symposium was coordinated by a small working group that included Emma Azon-Jacometti, Danielle Campbell GTLP, Sarah Coulson GTLP, Hannah Gray GTLP and Matthew Lamprey GTLP. The Choir of High Hopes delivered a soundtrack of inspiration, 1000 Hearts provided keepsakes and the Fresh Pressed Juice Company supplied health shots.

Each one of our speakers and panellists inspired delegates to dream big, think boldly, and act with purpose to make a meaningful difference to our Tasmanian communities.

SPEAKERS

Richard Boele, Chief Purpose Officer, KPMG

Archana Brammall GTLP, Owner, Sweetbrew and Tatler Lane

Prof Swee-Hoon Chuah, Director, Tasmanian Behavioural Lab, University of Tasmania

Katy Cooper, Founder and Managing Director, DisruptiveCo

Skye Cox, Tasmanian Aboriginal Centre

André Eikmeier, Founder, Good Empire

Christine Finnegan, Chief Executive Officer, Jack Jumpers

Hannah Gray GTLP, General Manager, Stakeholder and Government Relations, Huon Aquaculture

Ashanti Jones, Tasmanian Aboriginal Centre

Toby Newstead, Senior Lecturer (Management and Leadership), University of Tasmania

Tomas Remenyi GTLP, Founder and Director, Acclimatised

Will Smith, Director, JCP Youth

Robyn Sutcliffe, Owner and Relational Intelligence Coach, True North Coaching and Consultancy

Penny Terry, Creative Director, Healthy Tasmania

Dean Yates, Director, Mental Health and Resilience

2023 DELEGATE TESTIMONIALS

"A very personal impact around how to manage my own pessimism and ways to get back on track in order to provide hope and vision to others."

"I have left with a couple of key quotes that I have started sharing with my teams and plenty to consider on how I can refine my own work practices and approaches to helping others."



DARE to Lead™

For a fifth consecutive year, Tasmanian Leaders partnered with accredited Dare to Lead™ facilitators, Dr Polly McGee and Zoë Coyle to deliver three highly sought-after two-day workshops to 215 participants, plus two stand-alone advanced classes to forty graduates.

Delivered in both Launceston and Hobart, this sell-out program saw participants come together from all corners of the state representing a variety of industries and sectors.

This program, based on the work of Dr Brené Brown, is designed to give a deep understanding of the four skills needed for courageous leadership. Over two intensely invigorating days participants learned how to build brave cultures and drive performance by navigating vulnerability, leading with values, building trust and rising from setbacks.

With continuous demand, we will offer Dare to Lead™ workshops in 2024 in both major centres, as well as a one-day Dare to Lead™ Graduate Class to give participants in the two-day program a deeper dive into the research of Dr Brené Brown.



TRAUMA INFORMED LEADERSHIP, *Teams and Culture*

The Trauma Informed Leadership, Teams and Culture program, held in July 2023, offered a one-day leadership experience aimed at organisations, teams, and leaders seeking to cultivate psychologically safe cultures for enhanced individual wellbeing and productivity.

Driven by the belief that interpersonal trauma is pervasive, the program focused on understanding, acknowledging, and integrating trauma across all organisational aspects. Led by Dr Polly McGee with Re Douglas, participants explored trauma-informed leadership, the influence of the autonomic nervous system on behaviour, creating safe cultures, managing state changes during conversations, establishing leadership boundaries, and utilising a trauma-informed toolkit.

The outcomes included a deeper understanding of leadership styles, neurobiology, safe-to-toxic culture spectrum, self-regulation practices, diversity inclusion, and tools for wholehearted leadership. Tailored as a one-size-fits-one, strengths-based intervention, the program aimed to enhance personal agency, accountability, and autonomy for agile leadership within values-based organisations.

We look forward to this program becoming part of our annual suite of compact programs.



LEADERS AS *Communicators*

Leaders as Communicators, a one-day workshop held in June 2023, aimed to elevate interpersonal and technical skills, enabling participants to master messages and methods for influencing outcomes. Under the guidance of industry expert Dr Fiona Reynolds, a former media executive, the program covered crucial aspects:

1. Characteristics of effective communication.
2. Principles for strategic stakeholder engagement.
3. Value and art of compelling storytelling.
4. Purposeful communication planning based on insights.

Fiona, specialising in empowering effective communicators, drew from her experience leading digital transformation projects, managing remote and hybrid teams, and handling crises. The workshop challenged participants to assess their skills and the impact of their approach, emphasising practical exercises to enhance communication efficacy.



Tasmanian Leaders Foundation

The Tasmanian Leaders Foundation was established in 2018 to enable greater access to Tasmanian Leaders programs for those who face additional discrimination, are unemployed or underemployed.

The Tasmanian Leaders Foundation wishes to acknowledge and thank TasNetworks and The Select Foundation for continuing to support our scholarship program. 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 Chief Executive Officer on angela.driver@tasmanianleaders.org.au. As a registered deductible gift recipient all donations \$2 and above are tax deductible.

Thanks to Foundation Board members Adjunct Professor Gillian Biscoe AM, Clarissa McCoid and Rob Woolley for supporting the strategic work of the Foundation and to Sally Glaetzer who joined in December 2022.

THOUGHT LEADERSHIP PROJECT – *Polarisation & Leadership: a leadership scan*

Our most recent thought leadership project, led by Dr Danielle Campbell GTLP, surveyed community and business leaders in Tasmania revealing helpful insights into how to tackle the rise of toxic polarisation.

Polarisation – people holding stark differences between ideas – has always been with us. But covid, the Voice to Parliament and even Hobart’s proposed AFL stadium have demonstrated just how quickly differing views can intensify to such an extent that they dismantle social structures and stifle discourse.

It is no longer enough to agree to disagree. On so many topics now we are seeing people denigrated, demonised and belittled for their opinions or beliefs.

We are seeing businesses boycotted, people on social media trolled and rifts developing within families and friendship groups.

Hence the term toxic polarisation has arisen.

By tapping into the knowledge of our leadership program graduates and others within the community, our aim was to motivate and inspire our future leaders to seize opportunities to benefit our island home.

This project is likely the first of its kind in Australia, providing location-specific insights, firsthand experiences and findings on polarisation from a leadership perspective.

Nearly 65% of participants believed that polarisation was becoming ‘somewhat more’ or ‘more’ intense across Tasmania.

Similarly, 65% believed that there were many more types of polarising issues emerging, with 158 such issues identified.

Respondents gave 120 examples of having experienced or witnessed polarisation and their firsthand accounts were both refreshingly honest and incredibly instructive for others grappling with these issues.

On the question of Tasmanian distinctiveness, the majority of respondents considered that while there were some Tasmanian specific issues (for example the so-called north/south divide), the intensity and other characteristics of polarisation were not dissimilar to elsewhere.

However, one example of difference identified was the relatively sharper divide in Tasmania between the privileged and underprivileged as a source of tension.

Several respondents noted that in Tasmania the history of polarisation (especially over forestry) has led to many Tasmanians being less inclined to engage in public discourse because of the perceived personal and social risks.

Strategies that our respondents felt could support greater leadership included building skills around having hard conversations, understanding differences with empathy, and facilitating and engaging with stakeholders to promote ‘middle ground’ views rather than just those at the extreme ends of a debate.

Our hope is that this report, available on the Tasmanian Leaders website, will encourage leaders and community members to talk about difficult topics and to consider solutions that will work at a local level.

As a population we have the choice to value diversity of thought and open dialogue. As a leadership organisation we want to play our part and will use this report to inform future program design.

In having a conversation about polarisation, it is important not to expect definitive answers – we need to be comfortable with ambiguity rather than certainty.

As our survey confirmed, the pursuit of certainty and comfort are the two greatest drivers of polarisation.

The antidote to this begins with curiosity and kindness, which can be developed through deliberate practice and active listening.

You can read the full report on our website which contains the following recommendations:

Opportunity 1: Tasmanian Leaders design and deliver programs on understanding and mitigating polarisation.

Opportunity 2: Tasmanian Leaders convene forums to enable respectful civil conversations on polarising issues.

Opportunity 3: Tasmanian Leaders create a longitudinal evidence base on polarisation in Tasmania.

PROJECT PARTNER



TASMANIAN

Leaders Network

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

Our Network connects current and emerging leaders across all our programs to continue their leadership development and provide opportunities for them to support each other. It is made up of our graduates (page 50) and Board (page 46) as well as our sponsors and donors.

2023 ACTIVITY

In 2023, the Tasmanian Leaders Network again provided its members with many opportunities to connect, talk and deepen their understanding around leadership and the challenges we face.

Across the year, we hosted an impressive twenty events across Launceston, Hobart, and the north-west, including as part of Ten Days on the Island. Together, the events attracted nearly 900 attendees.

On the north-west coast, we organised a lively and interactive game with experienced facilitator, Steve Allen, called Income Outcome (IO). The IO 'Entrepreneurial Challenge' is a fast-paced business simulation where teams manage competing businesses, set prices, monitor cash flow, make operational improvements and respond to changing market conditions – all while having fun!

In Launceston, we hosted a round table with Mark Cabaj, a thought leader from the Tamarak Institute of Canada. The session – which resonated with alumni – focussed on place-based approaches, systems change and how organisations and communities collaborate to address complex issues.

Later in the year, we also conducted an AI design thinking workshop in Launceston with tech expert Simon Tyrrell.

In Hobart, we delivered a sold-out AI panel for over 100 people, with sponsorship from ISW and Hydro Tasmania. Facilitated by TLP graduate Jason Imms GTLP, Head of QA at Keywords Studios Australia, the panel featured experts discussing how AI is reshaping industries and creating new opportunities, with a focus on benefits, challenges, and ethical considerations.

Other notable events included a guided cultural walk in Hobart in early October with pakana man Cody Gangell. The event along the takara limuna sheoak walk (also known as the Shag Bay Track), brought to life the vibrant traditions and stories that have shaped this unique landscape.

During the year we also offered fantastic networking opportunities as part of the Tasmanian Leaders Program and our I-LEAD programs.

We wrapped up the year by gathering in each region to celebrate 2023 and raise a glass to 2024.

All of these activities relied on the commitment of our volunteer speakers and regional coordinators, especially Alicia Heath, who single-handedly delivered our AI panel, and Claire Smith GTLP, who ensured the smooth running of events on the northwest coast.

We look forward to providing our graduates and other network members with more opportunities in 2024 to connect, sharpen their leadership skills and collaborate for meaningful change in Tasmania.

2023 NETWORK ACHIEVEMENTS

Every year, our alumni achieve many remarkable successes. And 2023 was no exception!

A standout theme in 2023 was the number of alumni securing top appointments and bagging big awards.

Blaze Barker GTLP successfully rose through the ranks to become the first female CEO of JBS's Longford factory. A fantastic achievement.

Former Tasmanian Shadow Minister for Youth, Joanna Siejka Rostami GTLP also secured a CEO role, this time at the Australian Youth Affairs Coalition. Well done, Joanna.

Meanwhile Kristen Desmond GTLP became the new CEO of West Tamar Council, marking another impressive step forwards as a leader focussed on community, disability and local government.

Claire Smith GTLP was appointed as the new President of Devonport Chamber of Commerce and Industry – a significant role for an individual with outstanding leadership talents.

Elsewhere, Chris Griffin GTLP became the CEO of Northern Tasmania Development Corporation, promising further positive change for northern Tasmania. Good work, Chris.

It was also a year for awards with Todd Henderson GTLP and the team at Cumulus picking up multiple awards at the 2023 Tasmanian Architecture Awards.

Meanwhile Tom Green, I-LEAD 2020 graduate, and his company Enginuity Power Solutions won Spirit Super Business of The Year and Environmental Excellence Award at the 2023 Business Excellence Awards hosted by Launceston Chamber of Commerce.

In other news, Tom Woolley GTLP played a lead role in the Food Tech Tasmania startup boot camp in Launceston, while Tim Bishop GTLP and Jason Unwin GTLP opened the boutique Easy Tiger Cinema in St Helens.

What a year! Makes you proud to be in the Network. Congratulations to everyone mentioned here and to all our alumni who have celebrated achievements in 2023.

We look forward to seeing what 2024 brings for our Network members!

TASMANIAN LEADERS

Board Members



Rob Woolley
Chair



Bess Clark
Deputy Chair



**Adjunct Professor
Gillian Biscoe AM**
Secretary



Adrian Daniels
Treasurer



Katy Cooper
Board Member



Kim Evans
Board Member



Sally Glaetzer
Board Member



Ross Lamplugh
Board Member



Ben Maynard
Board Member

BRIAN JOHN LEWIS

Our beloved Tasmanian Leaders co-founder Brian Lewis died unexpectedly on 23 October 2023, aged 64. It was a huge shock for the Tasmanian Leaders community, his family, and his friends and colleagues here and elsewhere.

Brian's world class experience and talent was critical to establishing Tasmanian Leaders reputation for excellence and impact from the start. This was not only through his Board role, but hugely through Brian designing and co-delivering our flagship Tasmanian Leaders Program for ten years (TLP 1-10) and our Thinkbanks – never for a fee but as contribution to the participants' potential and thus to Tasmania.

He also brought numerous innovative ideas to the Tasmanian Leaders Board, some of which we couldn't quite keep up with at times! They were many. A sample is the Transitions Program® for those wishing to explore a change in professional direction, the Tasmanian Leaders Institute for leadership research and innovation (now progressing under a different name), and the 'Wisdom TLP'® for retirees to support their continuing contributions to Tasmania's future.

Brian's life was dynamic and interesting from a young age, as he was personally.

He was born in Germany to an Australian diplomatic family on his father's first posting. On his father's second posting he attended an international primary school in Yugoslavia where he relished the different cultures and perspectives, the foundation for his ongoing interest in global and local geopolitics and the importance of equality and inclusion. On their third posting, now a teenager, Brian attended boarding school in England.

He found boarding school lonely at first but learned to adapt and enjoy it. He played first grade cricket and football, and a highlight was attending an England vs Australia Test Match at Lord's, with his beloved father. Brian's headmaster recognised his leadership and character and wanted to appoint him head boy and then for him to study at Oxford University. In a significant life-decision, as his father's third posting came to an end, Brian chose to complete school in Canberra then study politics, sociology and english at the Australian National University.

The family returned to the same house in Canberra between postings and so he had continuity of friendships, many of which became life-long.

At an unusually young age of 29, Brian was appointed to the senior position of director in the Commonwealth public service. Here he had earlier met his wife and Tasmanian Leaders co-founder Gillian Biscoe AM. From their mutual admiration as professional colleagues, Brian and Gillian became soulmates. Their delight in each, and mutual support and respect, never diminished in their 37 years together.

Brian went on to establish several successful consulting companies around the world, advising international organisations, governments, the private sector, not-for-profits, individuals, while supporting and celebrating Gillian's globetrotting career. His focus was always on achieving better outcomes – more positive leadership and courage, more personal development, deeper thinking to reduce what he described as 'surface thinking', less unnecessary bureaucracy, less obfuscating politics, more innovation, more impact for effort, more action, and better foresight.

Brian coached and mentored others when his belief in their integrity and personal, and/or professional, potential was strong, and rarely for payment. His reward was seeing the flow-on benefits to the individual, their family, their organisation, their community and beyond. He deeply valued his sense of connection with them, and seeing their 'growth' and 'success', however defined by them.

He was an extraordinary thinker. He was never interested in fame or power and preferred to influence quietly. No context or issue was too big for him, and none too small. He applied the same razor sharp, innovative thinking and care to all.

A US-based chief executive says of Brian: 'He stretched my brain and challenged my thinking, he got me to consider ideas and issues in a way no one else ever has. Or I believe could'.

He greatly valued robust discussions and believed that differing views are critical to a healthy society, where free speech is a hallmark and where effective leadership across all sectors encourages rather than stifles innovation.

He also wrote the most delightful children's stories including his 'Dorrie' series, printed on beautiful paper and hand stitched so that little fingers would not be harmed by the more usual staples. He also wrote the hilarious 'Very Short Silly Stories for Grown Ups' and other stories which show-case his wit and wry, often satirical humour, and kind nature and philosophical thinking. And there are several half-written novels, and more children's stories written but not yet illustrated or printed.

His singing and guitar playing was joyful, fabulous, varied, engaging, and he led many an entertaining evening under the stars or by the fire at his and Gillian's beloved shack, with friends and family.

Brian's counsel and vision are sorely missed. His legacy so highly valued. His wisdom and kindness irreplaceable. His unwavering friendship and support now a gap. We pay our respects to him.

He was just a really lovely person.





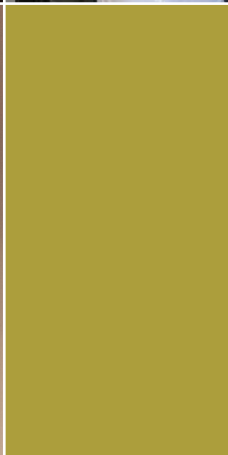
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TLP16 2022 TASMANIAN LEADERS PROGRAM GRADUATION CEREMONY

The TLP16 Graduation Ceremony was held in Launceston at Alida Restaurant at Penny Royal on Saturday 18 February, 2023.

TASMANIAN LEADERS

Graduates

Honorary members

Anthea Pritchard
John Perry
Gillian Biscoe AM
Brian Lewis

TLP1 2007

Renee Anderson
Janine Arnold
Tim Bishop
Julia Curtis
Andrew Frost
Maree Fudge
Kiros Hiruy
Christopher John
Wayne Johnson
Glenn Joyce
Tom Lewis
Sue Martin
Zach McArthur
Louise Mills
Ian Nelson
John Ralph
Sandie Silva
Michelle Swallow
Jason Unwin
Deidre Wilson

TLP2 2008

Fionna Bourne
Susie Bower
Celia Bray
Vanessa Cox
Matt Durose
Liila Hass
Sam Ibbott
Natasha Keep
Mark Mason
Katherine Miguel
Lisa Nelson
Joe O'Byrne
Ben O'Donnell
Craig Perkins
John Ranicar
Ted Ross
Stuart Smith
Ginna Webster

TLP3 2009

Stuart Auckland
Jan Batchelor
Janet Carty
Amanda Castray
Brendan Charles
Lou Clark
Jane Crosswell
Angela Driver
Jen Edis
Jason Hay
Dion Lester
Simon Matthews
Zac McGee
Andrew Moore
Megan Morse
Mark Parssey
Corey Peterson
Stephen Piper
Sherri Ring
Narelle Smith
Stuart Wiggins
Steve Willing

TLP4 2010

Meg Archer
Shona Arnold
Ian Beswick
Natasha Exel
Rebecca Gray
Jo Gregg
Tonia Gretschmann
Sam Horsman
Clynton Jaffray
Mark Jefferson
Win Mahar
Simon Paul
Suzanne Purdon
Alan Radford
Kacey Rubie
Cat Schofield
Michael Sims
Darryn Smith
Andrew Truscott
Andy van Emmerik
Ian Adams

TLP5 2011

Lucy Byrne
Simon Chandler
Amanda Daly
Phillip Dewis
Poppy Fay
Ruth Forrest MLC
Nick Haddow
Steve Henty
Michael Kelly
Jill Maxwell
Brett McDermott
Dean Munday
Wayne Murraylee
Guy Robertson
Martha Robson
Alan Rosevear
John Rowland
James Sugden
Melinda Thomas
Cathy Tonkin
Jo Tubb
Julie Waddington
Mark Watson

TLP6 2012

Jane Forrest
Cheryl Fuller
Kate Grady
John Hooper
Todd Houstein
Matthew Hubbard
David Hugo
Eleanor James
Margie Jenkin
Gayle Johnston
Rosalie Martin
Ben Maynard
Mark Millhouse
Sharon Pittaway
Frances Pratt
Sue Robertson
Lisa Rudd
Stewart Sharples
Gina Sidhu
Lucinda Szczypior
Tracey Tasker
Pax Taylor
Allan Walsh
Simon Wiggins

TLP7 2013

Danielle Campbell
Richard Cassidy
Stella Cook
Rachael Cox
Tim Cubit
Kay Cuellar
Adam Dickenson
Kylie Eastley
Sakura Franz
Matthew Geoghegan
Rebecca Greenwood
Richard Ingram
Richard James
Danny Johnson
Andrew Kidd
Rikki Mawad
Susan Moore
Timothy Moss
Paul Niven
Nadine Ozols
Leanne Sherriff
Joanna Siejka
Erin Smallbon
Bradley Turner

TLP8 2014

Martin Anderson
Anna Balmforth
Lola Cowle
Antony Deck
Craig Emmett
Ben Hart
Claire Jones
Alison Lai
Shawn Lee
Glen O'Keefe
Alice Percy
Andrew Pitt
Any Reading
Misty Sanderson
Scott Schilg
Pete Smith
M'Lynda Stubbs
Don Thomson
Mike Thomson
James Versteegen
Ainstie Wagner
Naomi Walsh
Vani Welling
Tom Windsor

TLP9 2015

Garth Barnbaum
Amanda Bond
Archana Brammall
Stephen Clarke
Adam Clavell
Claire Cunningham
Mark Dickinson
Matthew Gee
Todd Henderson
Megan Jolly
Danielle Kidd
Ross Lamplugh
Catriona Macleod
Emma Matuszek
Nathan McDonald
Amy Parker
Nicky Pollington
Christopher Rayner
Nick Steel
Damien Stringer
Alison Turner
Steve Wiggers
Ellen Witte
Angela Yao

TLP11 2017

Damien Arkley
Maree Bennett
Lucy Blake
Phillip Boxall
Justine Brooks
Kristy Brown
Adrian Daniels
Kirby Dillon
Nicholas Dwyer
Benita Fordham
Spencer Gibbs
Geraldine Hayes
Sean Hollick
Jason Licht
Rachel Nichols
Kate O'Shannessey
Margo Peart
Nick Probert
Megan Rozynski
Nicole Sherriff
Rowan Trebilco
Mark Wild
Michael Woodward
Tom Woolley

TLP13 2019

Adrian Beswick
Emma Birch
Teeny Brumby
Alistair Burke
Emily Chase
Damian Collins
Marcus Courtney
Chris Duffy
Simon Fraser
Caroline Gray
Jordie Gray
Darren Harris
Pamela Honan
Katrina Kelly
Jennifer McKenzie
Tom Remenyi
Krishna Saward
Jen Smit
Claire Smith
Katrina Spark
Oliver Thornalley
Kelly Walker
Chris Warr
Natalie Whish-Wilson

TLP15 2021

Jonathon Anning
David Atchison
Blaze Barker
Kate Beven
Tim Byrne
Kristen Desmond
Simon Gates
Harpreet Gill
Hannah Gray
Tania Harvey
James Holden
Bree Hunter
Alex Leith
Lisa Lods
Robert Maher
Richard Morgan
Jessie Pangas
Jessica Phillips
Juma Piri Piri
Jarred Ranson
Sheree Templar
Rachel Wadsley
Stuart Watson
Andrew Wilford

TLP10 2016

Robin Barnes
Louise Bishop
Donna Brown
Shuhong Chai
Daryl Connelly
Amanda French
Michael Giudici
Chris Griffin
Daniel Hackett
Jeff Harper
Theresa Hay
Prue Horne
Kacee Johnstone
Fiona Kerslake
Stuart Loone
Susan McLeod
Alexandra Mitchell
Leigh Oswin
Monica Plunkett
David Pyefinch
Malcolm Reeve
Kieran Rimmelzwaan
Lance Stapleton
Ursula Taylor

TLP12 2018

Leigh Arnold
Cassie Arnold
Phil Beeston
Ilya Brucksch
Paris Buttfeld-Addison
Samuel Cairnduff
Anne Carey
Sarah Coulson
Waqas Durrani
Andy Fist
Sam Halliday
Jenn Heggarty
Alison Hugo
Jason Imms
Tim Jordan
Justin Legg
David Lenel
Chris Love
Donna McDermott
Hannah Moloney
Jarred Moore
Martin Moroni
Kate Owen
Jessica Robbins
Jessie Stanley
Grace Walsh
Carolyn Watson
Ally White
Gary Williams

TLP14 2020

Luke Cameron
Michael Chan
Luke Clasener
Kate Daley
Kelly Eijdenberg
Andrew Goldsworthy
Stephen Hill
Sarah McIntosh
Todd Nation
Edith O'Shea
Carmen Primo Perez
Sarah Proud
Jeremy Ramsey
Alison Raymond
Kieren Rix
Krutika Sen
Susannah Slatter
Terry von Bibra
Bec Wade
Jesse Webster
Fiona Weller
Alex Woodward

TLP16 2022

Melissa Britt
Erin Buttermore
Sophie Calic
Kennedy Clarke
Katie Cooley
Elaine Devlin
Bella Fountain
Matthew Gangell
Matthew Jordan
John Kamara
Matt Lamprey
Stephanie Lawson
Karen Marr
David Moore
Stephen Morrison
Chris Neil
Alex Newman
Sarah Peart
Michael Phillips
Steven Richardson
Mel Sullivan
Kelsey Timms
Philip White
Ruby Wilson

I-LEAD 2018

Zara Bussey
 Lee Christmas
 Matthew Collins
 Danielle Conlan
 Georgia Cummings
 Karina Damberg
 Cameron Dixon
 Simone Hackett
 Kaimon Johnson
 Robb Jubb
 Brock Kerslake
 Gavin Kuipers
 Trina Mangels
 Jen Murnaghan
 Trevor Pedersen
 Ana Pimenta
 Damien Pinkerton
 Rachel Power
 John Ramsay
 Annette Reed
 Tom Richards
 Anna Robertson
 Peter Walker
 Kellie Walker
 Bianca Welsh
 Danielle Wheatley
 Ian White
 Brent Wilcox
 Juanita Wood

I-LEAD 2019

Sharon Armstrong
 Belinda Bird
 Zoe Bok
 Susan Carins
 Tahlia Cavaretta
 Chelsea De Main
 Sam Denmead
 Craig Ferguson
 Iain Field
 Hayden Fox
 Michael Hay
 Sam Jaeschke
 Sam Karpiniec
 Samuel Kiely
 Maureen Lacey
 Jessi Mostogl
 Tristan Nichols
 Felicity Richards
 Mark Richardson
 Cassie Scolyer
 Paul Soldo
 Oliver Strickland
 Sarah Thomas
 Sandy Travers
 Edward Weichert
 Andy Welling
 Rueben Wells

I-LEAD 2020

Roxane Bandini-Maeder
 Elyse Barnett
 Deborah Beever
 Tamara-Lee Beveridge
 Ange Boxall
 Melissa Britt
 Kate Bucknell
 Warena Burgess
 Geraldine Camilleri
 William Cassidy
 Chontelle Cripps
 Helen Curtis
 Marc Dille
 Luke Finley
 Sean Fisher
 Jen Fry
 Jodhi Gough
 Thomas Green
 Courtney Greisbach
 Reg Grundy
 Richard Harding
 Curly Haslam-Coates
 Bronwyn Hawkins
 Sam Ikin
 Amy Imms
 Rachel Jacka
 Jane Johnston
 Aaron Jones
 Matthew Lamprey
 Richard Morgan
 Louise Morris
 Sally Murfet
 Alison Oakes
 Courtney Olds
 Pia Palmer
 Joe Pickett
 Lincoln Quilliam
 Greg Ross
 Rachael Trueman
 Coreena Vieth
 Elizabeth Virieux
 Michelle Walkden
 Tom Wallace
 Thomas Waugh

I-LEAD NFP 2021

Tyrone Adamson
 Lucy Anderson
 Danni Ashton
 Tracey Bagger
 Jonathan Bedloe
 Trent Chilcott
 Bella Fountain
 Jess Greene
 Kathryn Johnson
 Linda Karlsson
 Eve Lazarus
 Amanda McEvoy
 David Morgan
 Steven Phipps
 Andrea Porte
 Hannah Richardson
 Elenor Rigney
 Miriam Rule
 Kim Ryan
 Carl Saunder
 Linda Smith
 Lucinda Szczypior
 Angela Waite
 Elise Whitmore

I-LEAD SB 2021

Adam Anstie
 Kirsten Bach
 Manuel Barragan
 Angelique Brcic
 Edwina Brisbane
 Gabriella Conti
 Ruby Daly
 Casey Hiscutt
 Pippa Jensen
 David Kewley
 Kimberley Odgers
 Nathan Page
 Megan Perkins
 Bree Philpot
 Rachael Pulford
 Jacqueline Slyp
 Duane Vickery
 Brittney Woolley

I-LEAD T&H 2021

Emma Azon-Jacometti
 Patrick Barrie
 Damien Blackwell
 Erin Cole
 Nathan Dunn
 Sean Gerrity
 Rebecca Gillie
 Traci Hampson
 Saga Hassinen
 Samuel Johnson
 Rafaela Krause
 Andre Kropp
 Jane Ledingham
 Alexander Lowe
 Elisa Magni
 Jessica Maybus
 Robyn McInerney
 Jane Overington
 Laura Papiccio
 Richard Pollocks
 Jennifer Potter
 Caleb Robertson
 Patrick Rodgers
 Daniela Ruiz
 Anita Russell
 Liana Seadon
 Taylor Sternek
 Rebecca Sutor
 Melanie Sullivan
 Samantha Sytsma
 Rebecca Tipton
 Alison Wallace
 James Welsh
 David Wise
 Evelyn Wong

I-LEAD NFP 2022

Anna Antypas
Kylie Baumbach
Mel Best
Eddie Bouchier
Tamar Cordover
Majella Eales
Lily Foster
Deb Hutchinson
Joanna Jolly
Sharlene Knight
Anna Kurek
Jade Marquis
Jay McDonald
Trent McHugh
Deni Palmer
Bec Pettit
Jess Rafferty
Stuart Robins
Vanessa Ryle
Rich Salewicz
Peta Titter
James Versteegen GTLP
Thea Webb
Brigid Wilkinson
Jessica Willard
Deb Woodiwiss
Zoe Vandervelde

I-LEAD T&H 2022

Stacey Beswick
Darren Brown
Debra Brown
Thomas Cashion
Larni Davies
Taihlaura Denman-Francis
Jamie Devine
Jacinta Drake
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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 across Tasmania.

Tasmanian Leaders wishes to thank everyone listed below and throughout the Yearbook for their work and support in 2023.

Extra special thanks to our volunteers who go above and beyond to support Tasmanian Leaders: Bob Campbell and Lynda Jones from the noagroup for facilitating TLP17's highly impactful Residentials.

Thanks also to our contractors Danielle Campbell GTLP, Megan Rozynski GTLP, Kevin Swarts and Leigh Arnold GTLP as well as the wonderful Sarah de Jonge from the 1000 Hearts project. And to everyone else who lent a hand or a venue or contributed in some way to our many 2023 successes.

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 Simone Hackett – Business and Operations Manager
 Donna McDermott GTLP – Program Manager (until May)
 Ros Young – Program Coordinator (from July)



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