

# → Tasmanian Leaders Program 2025

Information Pack



2025



# → Tasmanian Leaders



The Tasmanian Leaders Program is the proud flagship program of Tasmanian Leaders.

**Tasmanian Leaders is a not-for-profit incorporated association governed by an expert Board, managed by highly-experienced staff and supported by dedicated and skilled volunteers.**

**From iconic venues around the State, we manage and deliver a range of transformative leadership programs – including the Tasmanian Leaders Program – and run diverse and engaging events.**

**Our highly-regarded social impact initiatives leverage our graduates to support the wider community to thrive.**

**Our influential Network connects current and emerging leaders to foster meaningful change together.**

## Tasmanian Leaders Program

The Tasmanian Leaders Program (TLP) has been operating since 2007. It is delivered intensively over one year through a powerful combination of multi-day Residentials, two or three-day Linking Sessions and transformative Community Action Projects.

It is aimed at high potential-leaders wanting to transform their leadership capacity and be challenged and inspired through interactive and reflective learning.

Places on the program are limited, and applicants are selected based on merit through a competitive application process that seeks to select a diverse cohort of participants.

- Are you ready to transform your leadership capacity?
- Are you willing to be challenged?
- Are you open to being inspired?

If **yes**, then the Tasmanian Leaders Program is for you.

**We are now inviting applications for our next program to be delivered from February to November 2025.**

**Apply now:**  
[www.tasmanianleaders.org.au/tasmanian-leaders-application-form](http://www.tasmanianleaders.org.au/tasmanian-leaders-application-form)

## Program aims

The Tasmanian Leaders Program is focussed on delivering results for participants, their organisations and the wider community.

The aims of the Program are to:

- Escalate your leadership performance.
- Immediately boost your impact as an employee.
- Give you a life enhancing experience.
- Expand your talents and test your weaknesses.
- Welcome you into an influential and diverse network.
- Tackle critical issues facing Tasmanian business and society.
- Deliver powerful Projects creating positive change.

## → Program benefits



The Tasmanian Leaders Program offers a range of benefits to participants, employers and Tasmania as a whole.

**“The Tasmanian Leaders Program has been one of the greatest experiences of my life. I found it extremely valuable to be given the opportunity and time for self-development and reflection. Having a better knowledge of myself, and having a better understanding of others has certainly increased my ability to be a leader. The high calibre of people who have given up their time throughout this year to come and speak with us has been inspirational and humbling.”**

Tim Jordan, Electrical  
Divisional Manager, Degree C

### Benefits for participants

As a participant, Tasmanian Leaders Program can:

- Expand your understanding of important Tasmanian, national and global issues.
- Deliver a unique experience which profoundly impacts you professionally and personally.
- Develop, broaden and expand your talents and abilities and increase your self-awareness.
- Expose you to the wisdom of many business, industry, government and community leaders and thinkers.
- Encourage, challenge and inspire you.
- Connect you with other participants from diverse backgrounds and experiences.
- Foster life-long connections with a strong, diverse group of ambitious change-makers.
- Develop your vision for Tasmania's future with a focus on the next ten years.
- Invite you to participate in the facilitation of change through action.
- On completion, welcome you into the influential and innovative Tasmanian Leaders Network.

### Benefits for employers

As a sponsoring employer, Tasmanian Leaders Program can:

- Lift your employee's business acumen and community awareness.
- Significantly improve your employee's self-awareness and leadership capabilities.
- Provide access to a unique forum in which to increase your organisation's profile.
- Expose your organisation to diverse and influential members of the Tasmanian community.
- Offer access to high quality and low cost professional development with a Tasmanian focus.



## → Program benefits



**“I have been fortunate to see several colleagues across various agencies participate in the Tasmanian Leaders Program. It is a credit to the Program that its participants are able to maintain a high level of energy and commitment throughout what is obviously an intensive year. The Tasmanian Leaders Program is an investment that I believe delivers positive returns for the individual, their workplace (old and new) and the Tasmanian community.”**

Kate Kent, Executive Director,  
Department of Premier &  
Cabinet

### Benefits for Tasmania

Tasmanian Leaders Program positively influences Tasmania's future. The graduates of our program give back to the community in a variety of ways, including through:

- Innovative community or business development projects delivered by participants working in project teams.
- Our Leadership in Action initiative, which unites the Tasmanian Leaders Network to generate new ideas and stimulate action on some of the state's most pressing issues.
- Alumni activities that stimulate thought leadership, provide experience and enhance connections between program cohorts.
- Volunteering opportunities promoted to our network and independently sought, with our Graduate Search serving as a key mechanism for finding pro-bono expertise in Tasmania.

Findings from the 2019 Tasmanian Leaders Impact Study provide strong evidence that participation in the Tasmanian Leaders Program has a positive and lasting influence on graduates, with a very high impact on personal and professional growth evident long after completion. The study indicates the core deliverables of the program are being met with 100% of graduates attributing participation in the program to their professional and personal growth.

The standard of excellence can also be measured by the advocacy level of 98% of graduates recommending TLP to friends and colleagues.

#### Program Excellence

- 96% of graduates experienced personal growth across the majority of areas measured as a result of participation in the Tasmanian Leaders Program.
- 100% of graduates attributed participation in the Tasmanian Leaders Program to at least one area of professional development.
- 100% of graduates attributed participation in the Tasmanian Leaders Program to at least one area of personal development.

#### Impact on participants

- 97% of graduates have enhanced leadership capacity.
- 95% of graduates have increased levels of motivation to influence/create change.
- 95% of Tasmanian Leaders graduates have increased levels of professional skills and competencies.

#### Impact on Tasmania

- 96% of graduates have broader knowledge and awareness of Tasmanian challenges/opportunities.
- 89% of graduates felt that the Tasmanian Leaders networks have added value on a professional and/or personal level.
- 72% of graduates have leveraged Tasmanian Leaders networks to gain skills/advice/information or generate business leads.

## → Program structure



### The Tasmanian Leaders Program is delivered on a part-time basis through monthly gatherings from February to November.

This structure allows participants to maintain their important professional and personal responsibilities. It also allows for reading, reflection and active networking over a sustained period, strengthening the relationships between participants and helping to ensure that learnings 'stick'.

The Program has four main streams of development activity:

- 1 Three multi-day residential retreats.
- 2 Seven two to three-day Linking Sessions.
- 3 Ongoing contact across the year.
- 4 An impactful Community Action Project.

### Residentials

The Residentials provide an opportunity for in-depth personal and professional development. The same core facilitators design and lead all Residentials providing continuity throughout the year.

During the Residentials, and also at the Linking Sessions, participants develop and practice a range of leadership competencies to allow:

- Greater understanding of self and the impact of one's behaviour on others.
- Improved knowledge of group dynamics to increase capacity to motivate, lead and mentor.

- Better strategic thinking so decision making is informed, considered, inclusive and long-term.
- Growth in confidence and communication skills to better negotiate, influence and lead change.
- Improved professional and personal relationship skills.
- Enhanced ability to work with and value diversity.
- Greater clarity around personal strengths and weaknesses.
- Development of a life plan and career path.

### Linking Sessions

Each Linking Session is held over two or three days. These are typically held on Fridays and Saturdays.

One day of each Linking Session is devoted to the exploration of an issue of significance for Tasmania's future. These sessions involve a variety of experts, critical thinkers and business and community leaders who help participants explore different perspectives on the topic to challenge existing beliefs and assumptions. These sessions help participants think in more complex, systemic, strategic, and interdependent ways building greater capacity to work with ambiguity, complexity and uncertainty.

The other day is devoted to exploring different facets of leadership development focusing on personal or professional development.

### Community Action Projects

A key feature of the Tasmanian Leaders Program is the identification and successful completion of a Community Action Project.

These projects are designed to reinforce and develop program learning, to make a positive difference in the Tasmanian community, as well as to deliver a demonstrable return on investment to the State.

Community Action Projects are delivered by Tasmanian Leaders Program participants working in small groups. The groups adopt formal project management processes and often partner with existing not-for-profit organisations to ensure they are addressing real needs.

Participants are encouraged to complete their projects during the ten months of the Program. However, some will require completion following graduation. The projects encourage learning and as such the outcomes of them are reported at an event held in May the year following graduation.

The following guidelines apply in developing Projects. They should:

- Be small enough to be achievable.
- Be large enough to matter.
- Aspire to make a positive contribution.

# → Commitment and 2025 dates



**The Tasmanian Leaders Program is an esteemed and intensive undertaking aimed at high potential-leaders with a strong commitment to advancing their own leadership potential.**

As part of that commitment, successful applicants are expected to attend and actively participate in all Program sessions. When accepting a position on the Program, participants agree to attend the opening, mid-year and closing Residentials and the seven Linking Sessions. Failure to meet this requirement can jeopardise your graduation and your membership to the Tasmanian Leaders Network.

The dates of the 2025 program are provided here so you and your employer can discuss the attendance requirements before you submit an application.

In addition you are invited to view the participant charter that you will be asked to sign at the time of application:

**[www.tasmanianleaders.org.au/participant-charter](http://www.tasmanianleaders.org.au/participant-charter).**

As a state-wide program with participants drawn from all over Tasmania, events are held at a variety of venues and locations across the State. Locations will be chosen based on their relevance to the topic being considered. A number of specific site visits or tours will be included in the schedule of events to provide a diversity of learning experiences and a context for the discussions to be held.

## 2025 program dates

PROGRAM COMPONENT	DATES	LOCATION
<b>Opening Residential</b>	Thursday 20 February – Sunday 23 February	Sorell
<b>Linking Session 1</b>	Thursday 20 March – Saturday 22 March	Burnie
<b>Linking Session 2</b>	Thursday 10 April – Friday 11 April	Hobart
<b>Linking Session 3</b>	Friday 16 May – Saturday 17 May	Launceston
<b>Mid-Year Residential</b>	Friday 20 June – Sunday 22 June	North-East
<b>Linking Session 4</b>	Friday 25 July – Saturday 26 July	Hobart
<b>Linking Session 5</b>	Friday 22 August – Saturday 23 August	Launceston
<b>Linking Session 6</b>	Friday 19 September – Saturday 20 September	Hobart
<b>Linking Session 7</b>	Friday 17 October – Saturday 18 October	Launceston
<b>Closing Residential</b>	Friday 14 November – Sunday 16 November	East Coast

### PLEASE NOTE:

- Program dates and locations may change and if this occurs participants will be notified in a timely manner.
- Further details regarding dates and session topics will be provided to successful applicants when a placement offer is made.
- Please note program days are likely to be long with start times of 8.30 am and evening activities included between program days.
- Accommodation and catering is provided for Residentials only. You will need to make your own arrangements and cover the costs for all Linking Sessions.
- Tasmanian Leaders aim to cater for accessibility requirements. Should you have any concerns or questions please get in touch to discuss.

## → Program fees



**While participants and their organisations contribute to the cost of producing the Tasmanian Leaders Program, these contributions in no way cover the full cost of delivering the program.**

Tasmanian Leaders subsidises program fees for participants and their organisations thanks to the generous support of our committed sponsors, including foundation support from the Tasmanian Government through the Department of State Growth.

Total program fees for 2025 are **\$8,960** (incl. GST), shared by participants and their employers.

Fees are divided into two components to ensure a tangible commitment from participants and their employers to undertake the program.

The program fees cover the cost of program materials, networking events, field trips, meals and accommodation at each of the three Residentials, as well as lunches and morning and afternoon teas at each of the seven Linking Sessions.

Not included in the program fees are the participant's transport to or from the Residentials or the Linking Sessions (participants often carpool), nor accommodation for the Linking Sessions (if required).

### Participant contribution

The amount payable by participants on the program is **\$1,430** (incl. GST). \$600 of this amount is payable at the time of acceptance of a place on the Program (Nov-Dec 2024) and the remainder before the first Residential (Jan-Feb 2025).

### Employer/sponsor contribution

The amount payable by a participant's employer (or other sponsor) is **\$7,530** (incl. GST). This amount is payable before 30 January 2025. In most circumstances, if you are self-employed, or not currently employed, you will be required to pay both the employer/sponsor fee and the participant contribution.

To see our terms and conditions regarding refunds please visit [www.tasmanianleaders.org.au/terms](https://www.tasmanianleaders.org.au/terms).

### Scholarships

Tasmanian Leaders is committed to the selection of participants with diverse backgrounds and it is our policy that there should be no economic or other barriers for individuals to participate. We understand that there may be some applicants for whom the above financial contributions could create a difficulty and as such we work with a number of key partners to provide select scholarships.

Scholarships help individuals and organisations cover all, or a portion of the Program fee to build capacity in a particular community or industry, based on the priorities of the scholarship partners.

For further information on current scholarships, visit the website: [www.tasmanianleaders.org.au/programs/tas-leaders-program/tlp-scholarships](https://www.tasmanianleaders.org.au/programs/tas-leaders-program/tlp-scholarships)

In exceptional circumstances the Board of Tasmanian Leaders may provide a discount to successful candidates who are ineligible for any of our scholarships and cannot afford the Program fees.

Please contact our office to discuss, in confidence, your circumstances should you have a need to apply for this discount.

Ros Young  
0429 950 578  
[ros.young@tasmanianleaders.org.au](mailto:ros.young@tasmanianleaders.org.au)



## → Application and selection



**Program participants are selected through a competitive application process. They are selected on merit and are drawn from diverse sectors of the community to provide a mix of gender, background, geography, career, personal experiences, ideas and beliefs.**

Places on the Tasmanian Leaders Program are strictly limited. In 2025 we will accept a maximum of 24 individuals to participate in the program.

People interested in applying for the program should:

- Be established or aspiring leaders with at least five years relevant experience.
- Have demonstrated above-average achievement with clear potential for further growth.
- Have the capacity to enter, or progress further through senior levels of management.
- Have the potential to contribute significantly to the wider Tasmanian community.
- Be willing and able to make the required time and energy commitment to the program.
- Have the full support of their employer.

- Be committed to engaged community involvement.
- Be committed to becoming an active member of the Tasmanian Leaders Network.

Applications must be completed through an on-line application form. To access this form please visit our website.

You will be asked to establish a username and password, which you will need to use each time you access your application form, which can be saved at any point. When you have completed the application form, you will be prompted to press submit.

Further details on the application process are available on our website in the Tasmanian Leaders Program section.

After the written application stage, shortlisted applicants will move on to the next phase which may include a video interview followed by an online interview with a panel.

**The closing time and date for the receipt of electronic applications is noon on Tuesday 1 October.**

**Apply now:**  
[www.tasmanianleaders.org.au/tasmanian-leaders-application-form](https://www.tasmanianleaders.org.au/tasmanian-leaders-application-form)

## Information sessions

If, after reviewing the information contained in this document you or your employer still have questions, or if you would simply like the opportunity to speak to someone, then we suggest that you attend one of our Information Sessions. These sessions present a great opportunity to speak with staff and past participants of the program to find out whether it is for you.

The Information Sessions will be held via zoom on the following days:

- **Session 1:**  
Thursday 8 August  
12.30pm – 1.30pm
- **Session 2:**  
Wednesday 21 August  
5-6pm

To reserve your place for an information session, visit [www.tasmanianleaders.org.au/programs/tas-leaders-program/](https://www.tasmanianleaders.org.au/programs/tas-leaders-program/) and follow the links. You can also view the annual Year Book archive. Year Books include testimonials from graduates and their employers, Program highlights and details of sessions.



## → Frequently asked questions



### Applying

#### When should I expect an interview?

Online interviews will be conducted over the last two weeks in October.

#### What kind of people are you seeking to complete the Program?

Each Program brings together a maximum of 24 aspiring Tasmanian leaders. Participants are selected to ensure diversity within the group and their ability to contribute a variety of skills and experiences.

The participant group comes from across the state and is typically made up of approximately 45-50% from the private sector, approximately 30-35% from the public sector, and approximately 20-25% from the not-for-profit sector. Their average age is forty. This diversity ensures lively discussion but also means that, in addition to learning from the program content, the participants learn a significant amount from their interactions with one another.

A list of current participants can be found on our website. Alternatively if you wish to connect with a graduate prior to submitting an application, please use our graduate search where you can search via interests or industry at:

[www.tasmanianleaders.org.au/the-network/graduate-search](http://www.tasmanianleaders.org.au/the-network/graduate-search).

#### I am self-employed/ currently unemployed – can I participate in TLP?

Yes, a self-employed or unemployed person can participate and they are encouraged to apply.

#### There are two people from my organisation who would like to participate. Can we both apply?

Two or more applications may be submitted by staff from one organisation. Although it is unlikely that both would be successful in any given round, each will be assessed on a case-by-case basis and measured on the merits of the application and the diversity of the overall participant group.

#### I have applied previously, can I reapply?

Many qualified candidates may not be chosen because of restrictions on the size of the group and the need for diversity in group composition. Individuals not selected are encouraged to reapply in subsequent years.

### Program content and design

#### What is Action Learning?

Action learning is an educational process whereby participants study their own actions and experiences in order to improve performance. It allows participants to gain knowledge through actions and repetition, rather than through traditional instruction. TLP action learning is done in conjunction with others, in small groups called Learning Sets. It is considered to be particularly suitable for adults, as it enables each person to reflect on and review the action they have taken and the learning points arising. This should then guide future action and improve performance.

#### What is a Community Action Project?

At the opening session participants will form Community Action Project groups. These smaller groups of participants work together for the duration of the program. This enables participants to develop close bonds with a smaller number of the group to maximise the sharing of experiences while providing feedback and invaluable support to one another. A large proportion of discussions and activities will occur within these Community Action Project groups. In addition to learning from each other, these groups are expected to deliver a program day focussed on an issue affecting Tasmania's future and a Project.

## → Frequently asked questions

### Does the program use any diagnostics?

Program participants will be exposed to a range of diagnostic tools, depending on the development needs and interests of the group, to help them understand themselves, their communication preferences, and how they perceive the world and make decisions.

### My employer is *unwilling* to fund the employer contribution. Can I still apply to participate in the Program?

Yes, you can still apply. In your interview you will be asked to provide details of how you intend to pay this portion of the participation fee. In any given year there are participants who choose to cover the cost of both the employer fee and the participant fee and negotiate with the employer for time off work to participate.

### For people who are self-employed, who pays the employer contribution?

The business is assumed to be the employer and depending on the size and turnover of the company payment plans can be negotiated.



## Partners

The Tasmanian Leaders Program is made possible by the generous contributions of a host of organisations and individuals including foundation support from the Tasmanian Government through the Department of State Growth, our finance partner KPMG and our media partner WIN television.

## Contact details

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[www.tasmanianleaders.org.au](http://www.tasmanianleaders.org.au)

#### FACEBOOK

[www.facebook.com/TasmanianLeaders](https://www.facebook.com/TasmanianLeaders)

#### LINKEDIN

[www.linkedin.com/company/tasmanian-leaders-inc](https://www.linkedin.com/company/tasmanian-leaders-inc)

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