



Tasmanian Leaders Program

2026

Information Pack



Take your leadership to the next level

*Build lifelong connections,
Gain real-world leadership skills,
Take on Tasmania's biggest challenges.*

TASMANIAN LEADERS

Tasmanian Leaders is a world-class, place-based organisation with national and global recognition for excellence in high-impact leadership development and research.

We grow leadership capacity and connectivity across Tasmania to drive positive social, economic and environmental change. We believe inclusive and purposeful leadership is essential to shaping a better future.

Our suite of programs supports leaders at different life and career stages, with the Tasmanian Leaders Program as our flagship. We also lead social impact initiatives that build diverse networks, foster collaboration, and promote thought leadership.

At the heart of our work is our influential Network, more than 950 graduates and growing, who continue to lead, mentor and contribute to their communities. Together, we are creating meaningful, lasting change.

As we approach our 20th anniversary in 2026, we're proud to celebrate two decades of impact and the promise of what's still to come.

Tasmanian Leaders Program

The Tasmanian Leaders Program (TLP) - now in our twentieth year - 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 unlock 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.

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.

We are now inviting applications for our next program to be delivered from February to November 2026.

Key Dates

Information Sessions: (online)

- **Session 1:**
Monday 11 August
5.00 pm – 6.00 pm
- **Session 2:**
Tuesday 16 September
1.00 pm – 2.00 pm

Applications Close:

Wednesday 1 October 12.00 noon

Interviews:

Early November (online)

Successful applicants notified:

Mid December 2025

Program content and design

The Tasmanian Leaders Program is grounded in a research-informed design framework that develops leadership through three interlinked domains: **Insight**, **Influence**, and **Impact**.

Each element of the program is carefully structured to build the personal awareness, relational capacity and strategic capability required to lead effectively in complex, real-world environments.

- **Insight** – Participants deepen their understanding of self, others and the systems they operate within. This is supported through tools such as personality assessments, reflective practice, experiential learning and engagement with diverse perspectives.

- **Influence** – Skills to lead change and mobilise others are developed through sessions focused on adaptive leadership, strategic alignment, negotiation, communication and the ability to build and sustain effective relationships.
- **Impact** – Participants apply their learning through community-based projects and session design responsibilities. The program fosters clarity of purpose and encourages action, accountability and sustained contribution to Tasmania's future through the Tasmanian Leaders Network.

This model ensures learning is responsive to each participant's context, grounded in real-world challenges, and focused on building future-ready skills and mindsets that last well beyond the program year.

PROGRAM STRUCTURE

The Tasmanian Leaders Program uses a proven format that balances depth and flexibility. Delivered part-time through monthly gatherings from February to November, it allows participants to continue their professional roles while engaging in powerful personal growth. This structure fosters deep learning, lasting peer connections, and meaningful leadership development that creates impact well beyond the program.

Program Overview

The Program is built around five main streams of development activity:

- **Residentials** – Three immersive, multi-day retreats led by expert facilitators in iconic regional locations, focus on developing core leadership competencies. These retreats form the backbone of the program.
- **Linking Sessions** – Seven two to three-day sessions explore Tasmania's key challenges and future opportunities, exposing participants to over 100 experts, critical thinkers and people with lived experience.
- **Executive Coaching** – Three one-on-one sessions with professional coaches, provided at key points to embed learning, encourage reflection and support individual development.
- **Networking Events** – Three dedicated events connect participants and their employers with the Tasmanian Leaders Network, culminating in a formal graduation.
- **Community Action Projects** – A real-world project where participants apply their learning to deliver tangible outcomes for Tasmania.

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.
- 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.

In 2026, three Linking Session topics will be selected by Tasmanian Leaders, focusing on innovation and industry, governance and community resilience. The remaining four topics will be chosen and programmed by participants, ensuring the program reflects the interests and priorities of the cohort.

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.

“

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.”

*- Tim Jordan GTLP, Chief Executive Officer, Degree C
(Position on entry to the program - Electrical Divisional Manager)*



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.

Since 2007, over thirty projects have been delivered across Tasmania, including:

- **Northern Young Professionals Network** a regional initiative to connect and retain young professionals through networking and development opportunities (2008).
- **Sheffield Community Bike Safety Park** a safe, family-friendly space to promote road safety and active living (2011).
- **Garden of Memories** an inclusive memorial garden in Hobart honouring guide dogs, with sensory planting and braille art (2012).
- **Dress for Success Tasmania** a local branch established to support women with workwear and career development (2016).
- **NARLE** a project in George Town delivering hands-on workshops to foster creative problem-solving in upper primary students (2024).

PROGRAM BENEFITS

Backed by two decades of experience and research, the Tasmanian Leaders Program is Tasmania's premier leadership development experience. Delivered by expert facilitators, supported by evidence-based design, and shaped by robust, independently led evaluation, the program delivers lasting benefits for individuals, organisations and the state as a whole.

Benefits for participants

As a participant, the 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, the 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.

Benefits for Tasmania

The 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.

“

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

Evidence of impact

Findings from both our annual and longitudinal impact assessments confirm that the Tasmanian Leaders Program has a consistently positive and lasting influence on graduates. The program supports significant personal and professional growth that continues well beyond completion.

Key highlights from our 2019 assessment include:

- **100%** of graduates report that their participation in the program contributed to their personal and professional development.
- **96%** of graduates experienced personal growth across the majority of areas measured.
- **95%** of graduates reported increased motivation to influence and create change in their communities or sectors.
- **89%** of graduates felt that the Tasmanian Leaders network has added value to their professional and/or personal lives.
- **98%** of graduates would recommend TLP to friends and colleagues.

These results demonstrate that the program is successfully delivering on its core objectives and generating meaningful outcomes for individuals and the wider Tasmanian community.

COMMITMENT AND 2026 DATES

The Tasmanian Leaders Program is a respected and intensive experience for high-potential leaders who are serious about advancing their capabilities and impact. Spanning 25 days of immersive learning across ten months, the program challenges participants to grow personally and professionally while building lifelong connections and leadership confidence.

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.

In addition to reviewing the program dates, participants are required to familiarise themselves with the following key policies:

- [Participant Charter](#)
- [Code of Conduct](#)
- [Terms and Conditions](#)
- [Privacy Policy](#)

These documents outline expectations for behaviour, participation and how personal information is managed.

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.

2026 Program dates

PROGRAM COMPONENT	DATES	LOCATION
Opening Residential	Thursday 26 February - Sunday 1 March	Regional Tasmania
Linking Session 1	Thursday 26 March - Saturday 28 March	Burnie
Linking Session 2	Thursday 16 April - Friday 17 April	Hobart
Linking Session 3	Friday 15 May - Saturday 16 May	Launceston
Mid-Year Residential	Friday 12 June - Sunday 14 June	Regional Tasmania
Linking Session 4	Friday 31 July - Saturday 1 August	Hobart
Linking Session 5	Friday 27 August - Saturday 28 August	Launceston
Linking Session 6	Friday 18 September - Saturday 19 September	Hobart
Linking Session 7	Friday 30 October - Saturday 31 October	Launceston
Closing Residential	Friday 27 November - Sunday 29 November	Regional Tasmania

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.
- You will need to make your own accommodation arrangements and cover travel 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

The program represents exceptional value for the level of development it offers. Thanks to partner support, the cost is significantly subsidised making it one of the most impactful and cost-effective leadership investments in Tasmania.

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 2026 are **\$9,960** (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 2025) and the remainder before the first Residential (Jan-Feb 2026).

Employer / sponsor contribution

The amount payable by a participant's employer (or other sponsor) is **\$8,530** (incl. GST). This amount is payable before 30 January 2026.

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.

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

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 Program Coordinator to discuss, in confidence, your circumstances should you have a need to apply for this discount.

Ros Young
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APPLICATION AND SELECTION

The program's winning formula starts with who we bring together. Selected on merit through a competitive process, participants reflect a powerful mix of sectors, backgrounds, regions and perspectives creating a dynamic environment for deep learning and lasting impact.

Places on the Tasmanian Leaders Program are strictly limited. In 2026 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 or business.
- 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. You can save and return to your application at any point, so we encourage you to make a start early. When you have completed the application form, you will be prompted to press submit.

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

The closing time and date for the receipt of applications is Wednesday 1 October at 12 noon.

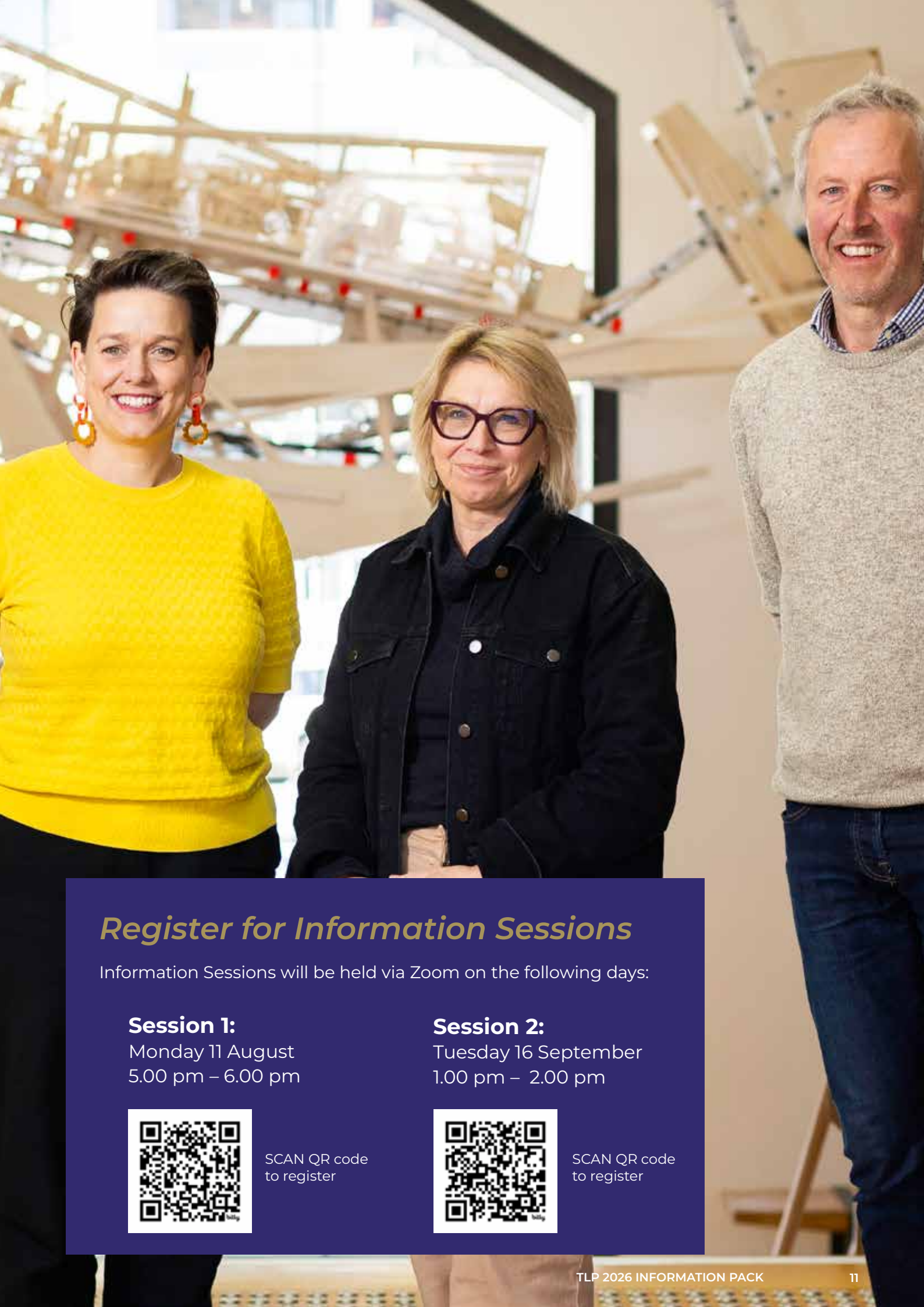
Information sessions

We encourage all applicants and their employers to attend one of our Information Sessions in August and September.

These sessions present a great opportunity to speak with staff and past participants of the program to find out whether it is for you. To reserve your place for an information session, visit www.tasmanianleaders.org.au/programs/tas-leaders-program and follow the links.

We also encourage you to connect with a past graduate. You can use the graduate search on our website to find someone in your industry or sector, or let us know and we'll help make a connection.

You can also view the annual Yearbook archive. Yearbooks include testimonials from graduates and their employers, program highlights and details of sessions.



Register for Information Sessions

Information Sessions will be held via Zoom on the following days:

Session 1:

Monday 11 August
5.00 pm – 6.00 pm



SCAN QR code
to register

Session 2:

Tuesday 16 September
1.00 pm – 2.00 pm



SCAN QR code
to register

FREQUENTLY ASKED QUESTIONS

Applying

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% from the private sector, approximately 35% from the public sector, and approximately 20% 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 and will give you an indication of a typical program cohort.

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

Are there any assignments or exams?

No. The Tasmanian Leaders Program is an adult learning experience and does not include traditional assignments or exams. Instead, the program is grounded in action learning, where participants learn by doing, reflecting, and applying insights in real-world contexts. There is some preparation before each session, such as readings, videos, or reflection tasks. Participants also collaborate on group work throughout the year, particularly through Learning Sets and the Community Action Project.

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 Residential session, each Learning Set group develops a Community Action Project. 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 Learning Set 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.

“

The program was a hugely rewarding experience, and I enjoyed every moment of it. TLP helped me get a far deeper understanding of many issues which are important to Tasmania.”

- Andrew Wilford GTLP, Director, Service Tasmania

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.

Program inclusions

What is included in the program?

Participants in the Tasmanian Leaders Program receive:

- 25 days of structured leadership development across the year
- Seven nights of accommodation provided for the three multi-day Residentials
- Three one-on-one executive coaching sessions
- Access to a wide range of curated leadership resources and program materials
- Tickets for you, your employer, and a guest to attend three networking events
- Four tickets to the formal graduation celebration

These inclusions are covered as part of the program fees and are designed to support your learning, reflection, and connection throughout the year.

Contact Us



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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.

FOUNDATION PARTNER



ORGANISATION PARTNERS



“

If there is something inside you encouraging you to apply for the program, apply. You will not regret it.”

- Anne Carey GTLP, Teacher, Department of Education, Children and Young People