

2018 Leaders Forum Yearbook





About Leadership Ballarat & Western Region

To grow and develop as a region, we need strong leaders who are able to unpack the complex issues we face and work together to create community action.

Leadership Ballarat & Western Region was established by Committee for Ballarat in 2005. LBWR supports Committee for Ballarat's objective of building a sustainable, connected and responsive community by developing community capacity.

Every year up to 30 emerging leaders from across the Ballarat region participate in LBWR's Leaders Forum program. It is a journey of self-discovery, skills development and enlightenment. Through experiential learning, participants grapple with big issues, topics and themes at local, state, national and international levels.

Over the past 13 years, 349 people have graduated from the program, learning about themselves and the impact they can have as active citizens on their community.

More than anything else LBWR is about community leadership. The challenges we face in our community are often complex, interconnected and affect nearly everyone. In order for us to make progress everyone must step up purposefully and accept their civic responsibility for the common good of all.

LBWR's focus

- To provide high-quality leadership programs that strengthen regional leadership
- To catalyse active citizenship
- To provide ongoing professional and personal development of our Leaders In Action (LIA)
- To contribute to the implementation of initiatives that foster the social and economic development of vibrant communities ✨

Leadership Ballarat and Western Region would like to acknowledge the Wadawurrung and Dja Dja Wurrung Peoples as the Traditional Owners of the land in which we met and conducted business throughout 2018. We acknowledge their Ancestors and pay our respect to their Elders past, present and emerging.

Our partners

Leadership Ballarat & Western Region would like to acknowledge the ongoing support of our sponsors and the valuable in-kind contributions consistently provided by individuals and organisations across our region.

This generous assistance helps us to build a sustainable, connected and responsive region by developing community capacity.

Annually, we are able to offer the following six Leaders Forum scholarships (worth more than \$25,000) thanks to the support of our program partners:

- Agriculture Victoria
- Bank Australia Indigenous Scholarship
- Hugh Williamson Foundation Scholarship
- Leaders In Action Scholarship
- Peter Davies Scholarship
- Pyrenees Shire Community Scholarships (x2)

These scholarships remove financial barriers, which might otherwise inhibit a participant from undertaking the program, and encourage a diverse course intake.



Sponsors



Supported by



Minister's message

The Andrews Labor Government is pleased to support Victoria's Regional Community Leadership Programs to strengthen leadership across rural and regional Victoria.

Now in its 13th year, Leadership Ballarat & Western Region's Leaders Forum is continuing to develop leaders that will lead change within and across their rural and regional communities, and beyond. Congratulations to the thirty participants graduating from the 2018 Leaders Forum. You now join an alumnus of 319 Ballarat and western region graduates and over 3500 from across rural and regional Victoria.

I am confident that the program graduates' deep understanding of their region will equip them well to face the social, economic and administrative challenges they will encounter. Graduates contribute to their community or workplace in so many ways and we celebrate and congratulate them on their achievements in community leadership.

The Leaders Forum benefits individual participants by providing them with the skills, knowledge and self-confidence to actively engage in local and wider communities. The Leaders Forum also benefits local communities more broadly by improving their capacity to recognise, prioritise and drive regional change.

The development of regional community and business leaders is vital to the success of regional Victoria. Through its leadership programs, networking and alumni opportunities, LBWR fosters the development of a vibrant network of community and business leaders in the western region.

The Victorian Government has provided \$8 million over the four years through the Regional Jobs and Infrastructure Fund to support 10 leadership programs across regional Victoria. Through these programs, the Victorian Government is helping communities become stronger, more resilient, and the best they can be.

Well done to the graduates of the 2018 for taking this vital step in developing your leadership skills and committing the time, energy and enthusiasm to better understand your region, your own capabilities and what you might contribute to rural and regional Victoria in the future.

I look forward to hearing how your leadership journey progresses.

Hon Jaala Pulford MP
Minister for Regional Development ★



The VRCLP

LBWR's Leaders Forum Program is one of 10 community leadership programs that serve regional Victoria. These programs form the membership of the Victorian Regional Community Leadership Programs (VRCLP) Secretariat, which is based in Ballarat.

The vision of the VRCLP is:

- Leaders in Leadership | Supporting the development of Victoria's community leaders

The 10 community leadership programs support each other with governance and program development, with the aim of collectively delivering exceptional leadership programs to rural and regional Victorians.

VRCLP members have a collective alumnus of over 3200 leaders who have the opportunity to continually develop their skills and networks through participation in an ever-increasing range of workshops, masterclasses and regional leadership events.



Chair's message

2018 has been another year of tumultuous leadership in Australia. A year where trust in politics and corporations has been lost and now more than ever, the focus is on the value of strong individual leaders. We see examples of this in Jacinda Ardern, Prime Minister of New Zealand and the world's youngest female Prime Minister. Jacinda was number 29 on the Fortune's Top 50 World's Greatest Leaders 2018, a list that did not have an Australian representative. The Royal Family have reinvented themselves through the strong leadership shown by William & Kate, Harry & Meghan. Then there is the President of the United States, who may no longer be considered the leader of the free world – the times are changing.

While all of this has been happening, LBWR has had a very busy year. The participants have had a program full of exposure to community, diversity and professional development. Executive Officer Michelle Whyte has been relentless and passionate in her endeavours to expand the program offerings and find new and exciting opportunities for LBWR - the future is looking very bright.

On behalf of the LBWR Committee, I would like to thank the sponsors for continuing to believe in the program and to the employers who have given this wonderful opportunity to their employees, where both will undoubtedly reap the benefits.



To Michelle Whyte & Mike Hills, who are such a dynamic duo, ensuring the program maintains its high standards. To the Committee for Ballarat, board and staff, I say thank you and thanks must also go to Chloe Biggin for all her hard work in the earlier part of the year.

LBWR18 – Your year has come to an end, but your leadership journey has not. Take your learnings and your newly formed networks and use them to make a difference. You are now a part of the LBWR family and you should be very proud of your achievements. Wherever the next stage of your leadership adventure takes you, remember: *One voice can change a room – Barack Obama.*

Nicole Roberts ★
LBWR Chair

2018 LBWR Committee

A sub committee of the Committee for Ballarat Board, the LBWR Committee oversees the strategic development of LBWR. We thank everyone who contributed their time and expertise to our committee this year.

Nicole Roberts (Chair)
Senior Manager - Retail Operations, Sovereign Hill
LBWR 2011 graduate

Helen Bartlett
Vice-Chancellor - Federation University Australia

Tony Chew
LBWR Learning Partner

Daryl Clifton
Strategic Planning, Management and Leadership Consultant

John Frdelja
Manager - Strategic Asset Management and Planning,
Central Highlands Water
LBWR 2015 graduate

Jane Grimwood
Networker - Central Highlands Community House Network
LBWR 2010 graduate

Sharelle Knight
Executive Manager - Family & Children's Services, City of Ballarat

Rachaele May
Director - Regions and Emergencies, Agriculture Victoria
LBWR 2008 graduate

Bobby Mehta
Pharmacy Consultant
LBWR 2012 graduate

Norman Prueter
People and Culture Co-ordinator, Pyrenees Shire Council
LBWR 2012 graduate

Melanie Robertson
CEO, Committee for Ballarat

Michelle Whyte
EO, Leadership Ballarat & Western Region

2018 Program Summary



February 14-15: Opening retreat

Venue: RACV Goldfields Resort, Creswick

Purpose:

To understand ourselves and others through the Life Styles Inventory profiling tool and personal presentations.

Presenters:

- Garry Trotter | SED Advisory
- Kieran Murrhly | Foresight Lane
- LBWR Leader's Forum 2018 participants

March 7: Regional overview

Program day venue: The Sporting Globe & The Courier Sponsor: The Courier

Purpose:

To understand the regional community in which we live, the opportunity and challenges we have and how as active citizens we can play a part.

Presenters:

- George Fong | Chair, Central Highlands Regional Partnership
- Andrew Burgess | Regional Partnership Coordinator Regional Development Victoria
- Geoff Sharp | Central Highlands Regional Partnership
- Melanie Robertson | CEO, Committee for Ballarat
- Justine Linley | CEO City of Ballarat
- Eric Braslis | CEO Golden Plains Shire Council
- Jim Nolan | CEO Pyrenees Shire Council
- Aaron van Egmond | CEO Hepburn Shire Council
- Eugene Duffy | Editor The Courier
- Gerard FitzGerald | Football Coach
- Five LBWR Learning Partners





March 14: Local politics: challenges of leadership

Program day venue: Town Hall

Purpose:

How to lead through and manage the challenges of leadership in community and the workplace.

Presenters:

- Vicki Coltman | Former City of Ballarat Councillor
- City of Ballarat Council Meeting
- Gerard FitzGerald | Community Leader



April 18: Education – a community response

Program day venue: Yuille Park P-8 Community College / Ballarat Tech School

Purpose:

To explore the regional issues pertaining to education, young people and pathways to engagement and employment.

Presenters:

- Damian McKee | Head of Campus Berry Street School
- Brett Shillito | Assistant Principal Yuille Park P - 8 Community College
- Simone Gilbert | Community Learning & Liaison Officer Wendouree West Community
- Sofia Fiusco | Director Ballarat Tech School
- Bonnie Chew | LBWR 2018 participant

May 2: Leadership – success & failure

Program day venue: Tech Park Central

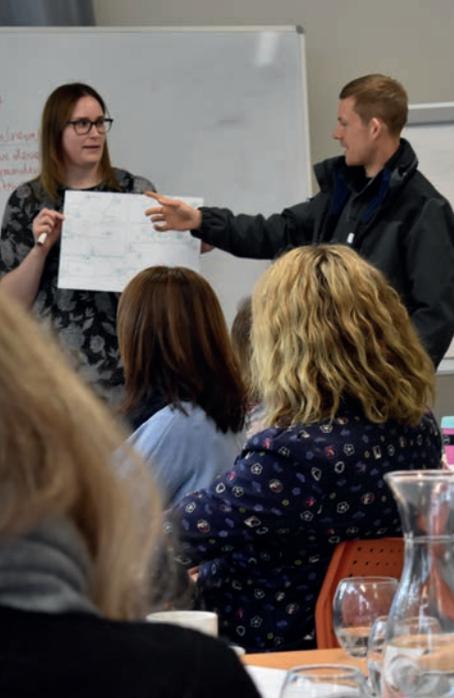
Purpose:

To discover your authentic leadership style and combat perfectionism.

Presenters:

- Garry Trotter | SED Advisory
- Nick Beale | Board Member Committee for Ballarat
- Tony Chew | Learning Partner LBWR
- Sofia Fiusco | Director Ballarat Tech School





May 16: What is community?

Program day venue: Eureka Centre

Purpose:

Explore the meaning of community and active participation.

Presenters:

- Susan Fayad | LBWR 2018 participant
- Lucinda Horrocks | Producer Wind & Sky Productions
- Jary Nemo | Producer Wind & Sky Productions
- Alison Demuth | Coordinator Ballarat North Neighbourhood House
- Stacey Oliver & Nicole Wiseman | LBWR 2018 participants



May 30: Business day out

Program day venue: Guests of Commerce Ballarat Sponsor: Commerce Ballarat

Purpose:

Create and expand networks with other like-minded individuals while exploring the concepts of innovation and leadership.

Presenters:

- Various

June 6: Adaptive leadership – embracing complexity

Program day venue: Tech Park Central

Purpose:

Explore adaptive leadership with relation to wicked problems facing the community. Gain an understanding of Federal political system.

Presenters:

- Catherine King | Federal Member for Ballarat, Shadow Minister for Health
- Geoff Sharp | Consultant Rebus Group





June 19: Canberra

Program day venue: Australian War Memorial / Government House / Canberra National Museum

Presenters:

- High tea with Governor General Sir Peter Cosgrove and Lady Lynne Cosgrove at Government House



June 20: Canberra

Program day venue: Parliament House Canberra Sponsor: Catherine King

Presenters:

- Paul Bongiorno | Contributing Editor, TEN News, Parliamentary Press Gallery
- Cathy McGowan | Independent Member for Indi
- Malcolm Turnbull | Prime Minister of Australia
- Josh Frydenberg | Minister for Environment & Energy
- Anthony Albanese | Shadow Minister for infrastructure, Transport, Cities & Regional Development
- Stephen Jones | Shadow Minister for Regional Services, Territories and Local Government
- Tanya Plibersek | Deputy Leader of the Opposition
- Bill Shorten | Leader of the Opposition
- Catherine King | Federal Member for Ballarat, Shadow Minister for Health
- Dan Tehan | Minister for Social Services
- Adam Bandt | Member for Melbourne
- Lachlan Hunter & Rebecca Treloar | Ministerial Staff Senator Bridget McKenzie

June 21: Canberra

Program day venue: Mantra on Northbourne

Purpose:

Discover how to champion and lobby a cause that supports the development of sustainable, responsive and future focused communities.

Presenters:

- Roderick Campbell | Research Director The Australian Institute
- Emeritus Professor Bob Douglas | Board Member Australia 21
- Martin Fisk | CEO Mens Link





July 18: Mid-year review

Program day venue: Ballarat North Sports Club

Purpose:

To consider the role of the leader in high performing teams.

Presenters:

- Garry Trotter | SED Advisory
- David Stewart | My Word



July 31: Mental health in our community

Program day venue: Ballarat Regional Soccer Facility

Purpose:

Understand the nature of mental illness, related challenges and impact on community. Develop skills to relate to those experiencing mental illness contributing to a safer community and to practice self care.

Presenters:

- Chris & Lindy Packer | Ballarat Suicide Prevention Network
- Ros Fletcher | Lifeline Ballarat
- Ellen Jackson | Psychologist Potential Psychology
- John Shanahan | Walking off the War Within
- Des Hudson | Committee member Ballarat & District Suicide Prevention Network
- Michelle MacGillivray | Lifeline Ballarat Program Manager Uniting Ballarat
- Simon Dwyer | Chris Yeung Foundation
- Mick Fryar | Operations Director Mental Health Services
- Daniel Gallagher | Volunteer Lifeline Crisis Supporter



August 15: Exploring the region

Program day venue: Eurambeen Homestead

Purpose:

Explore innovation and alternative energies in community as a response to environmental issues.

Presenters:

- Mark Trigg | Dairy Farmer
- Sarah Beaumont | Owner Operator Eurambeen Historic Homestead
- Tim Hudspith | Program Manager Community and Partnership Department of Environment, Land, Water and Planning
- Daryl Scherger | Project Manager Beaufort Hospital



August 29: Diversity

Program day venue: Mechanics Institute

Purpose:

Develop an understanding of aboriginal culture in our region. Reflect on individual leadership skills through practice and reflection.

Presenters:

- Garry Trotter | SED Advisory
- Bonnie Chew | LBWR 2018 Participant



September 18: Combined program day

Program day venue: Melbourne Cricket Ground

Purpose:

Consider how we as regional thought leaders, can respond creatively to the key issues facing our communities.

Presenters:

- Peter Walsh MP | Leader National Party
- Bonnie Chew | LBWR 2018 Participant
- Jaala Pulford | Minister for Regional Development Victoria, Minister for Agriculture
- Dr Kim Johnston | Demographer
- George Megalogenis | Australian journalist, political commentator & author
- Jason Clarke | Minds at Work
- Adele McCarthy | Director Strategy and Research, Infrastructure Victoria
- Jodi Sneddon | Principal Infrastructure Advisor, Infrastructure Victoria
- Tim Gentle | Entrepreneur Think Digital



October 10: Justice

Program day venue: Langi Kal Kal Prison

Purpose:

Gain an understanding of our current justice system and the impact prison has on the lives of ex-offenders.

Presenters:

- Five Langi Kal Kal prisoners
- Suzanne Cassar | Reintegration Services Supervisor Langi Kal Kal Prison
- Catherine Darbyshire | General Manager Langi Kal Kal Prison
- Heather Humm | Court Case Manager Department of Justice
- Evan Zammit | Industry Manager Langi Kal Kal Prison
- Sarah Ball | Senior Education Officer Langi Kal Kal Prison



October 24: Community wellbeing

Program day venue: Ballarat Welcome Centre

Purpose:

Explore the social determinants of addiction and the impact of efforts to increase community connections. Explore the role and challenges of philanthropy in our society.

Presenters:

- Suzanne Powell | Alcohol and Other Drug Manager Ballarat Community Health
- Ballarat Community Health volunteer, Voices for Change
- Matt Jenkins | CEO The Ballarat Foundation

November 7-8: Closing retreat

Program day venue: Peppers Mineral Springs Hotel

Purpose:

Become clear about the leaders we aspire to be, the legacy we wish to leave and what we need to continue to work on to achieve our goals.

Presenters:

- Garry Trotter | SED Advisory
- Michael Evans-Barker | Musician CocoSounds
- Kieran Murrhly | Foresight Lane
- Daryl Clifton | More Than Gold Ambassador Committee for Ballarat
- Seven LBWR alumni



Executive Officer's message

CONNECTIONS. This year's Leaders Forum focused on the impact that connections can have on us as individuals, as a group, and as a community. Connections bring about a sense of belonging and in turn, a strong community.

Every year of LBWR brings a new cohort of emerging community leaders who are all willing to learn about themselves in a way that spurs their leadership capacity.

At opening retreat, our thirty participants dug deep and explored their values, beliefs, strengths and their vulnerabilities. They were authentic about sharing their personal stories with one another. This created a strong bond as a group and allowed them to share a meaningful connection with each other from the beginning.

We thank Garry Trotter for his expertise in giving them the tools to better understand themselves and encourage this connection; his generosity of time and resources is appreciated.

It is through our associations and relationships with others that LBWR is so connected to the broader community – we acknowledge our alumni, participants, sponsors, employers, and importantly, our learning partners.

Our learning partners give an invaluable opportunity to our participants, offering support and guidance throughout the program. I would like to thank you for your selfless volunteerism and generous support, with a warm welcome to the many new learning partners who joined the LBWR community in 2018.

It is with great sadness that we pay tribute to the passing of an incredibly esteemed LBWR associate and valued learning partner Susie Surtees. Susie's connection with her mentees was genuine and cherished and she will be sadly missed.

Thank you to the guest speakers from numerous organisations who shared their time, talent and knowledge with us; across the region over 80 people met with LBWR to enrich the experience for our participants – challenging us and inspiring us to believe that our community is innovative, resourceful, and full of strong, captivating people who are working for the common good.

Volunteering and active citizenship are the bread and butter of LBWR. Our Leaders Forum facilitates awareness of community challenges and issues and opens our minds to what kind of community we could aspire to be a part of.

Whether it be volunteering on boards, committees, or at community events across the region, our alumni continue to be active beyond the scope of their respective year. Our alumni are the jewel in the crown of our organisation and I congratulate all the participants of 2018 in joining this respected group.

On behalf of the 2018 group, thanks to the many alumni who took the time to write welcome letters; they were touched by your warm wishes and heartfelt messages and receiving a handwritten letter is a true treasure.

I would like to thank the program's funders and sponsors; Regional Development Victoria, the Committee for Ballarat, The Courier, Pyrenees Shire Council, Bank Australia, The Hugh Williamson Foundation, The Peter Davies Fund and Moorabool Shire Council. Your financial support encourages diversity amongst participants and engagement in our community.

We are excited to announce a new agriculture-based scholarship in partnership with Agriculture Victoria in 2019. Agribusiness is vital to regional communities and we look forward to the value this will add to our program. LBWR appreciates the energy you have invested with us and we look forward to building our relationship with you.

The Graduation dinner marks the end of my first year as Executive Officer at LBWR. I thank the staff at Committee for Ballarat, CEO Melanie Robertson and the LBWR Committee who have supported me along the way. Thanks to my co-pilot Mike Hills. An additional thank you to Chloe Biggin, our Program Administration Officer who helped me learn the ropes and who has now gone on to a new role.

To all the 2018 participants – thank you for teaching me so much, sharing your experiences, your thoughts, and for giving us the privilege of helping you learn about community leadership. Over the year we have achieved many things and you can all be very proud of yourselves.

I look forward to the prospects of LBWR in 2019 and beyond – our flagship program was over-subscribed for the first time this year. We have reviewed the Strategic Plan and imagined a new future for LBWR, one that respects the history of the organisation and boldly moves forward with new ventures. I can't wait.

Michelle Whyte 
Executive Officer

2018 Participant reflections



Tess Astbury

Blue Pyrenees Estate

LBWR has shown me what true and effective leadership looks like — I now have the tools that I need to continue to reflect, improve and grow. The continuation of my leadership journey (at least for now) will be to be always active, deliberate and purposeful, rather than just going along for the ride!

Naomi Bailey

Uniting Ballarat

LBWR has enabled clear and honest reflection of my leadership style. I've been able to build skills that I had thought weren't needed and remove/reduce skills that I now can see were unnecessary.

My self-awareness of my own abilities is much higher now and LBWR has taught me the necessity to continue reflecting, adjusting and tweaking my skills moving forward. True leadership isn't one specific end point, it's a series of decisions that lead to a person becoming the greatest and most effective version of themselves.

Lauren Baker

Rightwork Solutions

LBWR shined a light onto my leadership. It highlighted my strengths and allowed me to develop incredible insight to develop and grow. I uncovered a desire to make an impact in my community which has resulted in a new professional leadership challenge. A truly transformational year for me.





Leigh Barnes

Haymes Paint

My whole concept of leadership being pertinacious and unyielding was progressively granulated over the course of the program.

I have learned that leadership is not merely standing out in front, but to engage your peers to move with you in the same direction.

Through focusing on the people, and not only on the tasks at hand; I will continue to transform myself into a leader.

A leader, who does not lead only by example, but by engaging others to fulfil their own potential.



Alistair Cardew

Lake Imaging

LBWR has given me a much greater sense of awareness both of self and my surrounding communities. There are no failures just opportunities to learn, improve and understand different points of view.

I will continue my leadership journey with an engaging positive energy! I will continue to be curious, seeking any opportunity that will further my development and community connection.



Bonnie Chew

Mirriyu Cultural Consulting

Leadership Ballarat Western Region program has allowed me to expand on my knowledge of the wider Ballarat region, community projects and connect with key stakeholders. The highlight of this program was sharing the experience with likeminded inspiring individuals and being able to celebrate and support each other throughout our leadership journey. I will continue my leadership journey through educating and empowering those around me.

Snjez Cosic

Gold Museum - Sovereign Hill

The program has encouraged me to appreciate different perspectives and has broadened my understanding of the issues we face as a community.

I will continue to implement key learnings I've gained from the program and from discussions with my mentor, especially in the area of advocacy. I can also see myself returning to the invaluable program notes.





Damien Day

Pyrenees Shire Council

Before LBWR my style of leadership was driven from a sporting background, as a sports person I was always told to lead by example by your actions. LBWR has shown me that great leaders help people reach their goals, not just by doing but by listening. There's a real skill in helping people reach their goals. LBWR has given me the knowledge and tools to become an effective leader.

I've always been community minded, having grown up in a small country town. I'd like to grow and use the skills I've learnt through this program to help influence and lead community groups.



Julie Driscoll

Avoca District Co-operative

LBWR has allowed me the time stop and think about the type of leader I want to be, what my strengths and weaknesses are. I have gained confidence and a better understanding of the issues facing our region.

I will continue to be involved in the Avoca/Moonambel community, focusing on the issues affecting our small communities. I hope to be a positive and enthusiastic role model for my children and those around me.



Mark Filmer

Sovereign Hill

My LBWR year has inspired me to take more interest, in both myself and the world around me. It has shown me my shortcomings as a leader, and given me a desire to become the leader I wanted to be. LBWR has inspired in me a desire for change on both a personal and professional level.

My horizons have continued to expand this year, and I am enjoying exploring the options to continue my leadership journey into the community. I have a renewed need to make a difference in the world again!!



Jeremy Foster

Findlay Engineering

It's given me the opportunity to be challenged, personally with reflection on my skills, strengths and weaknesses and has provided me with the tools for growth and development moving forward. LBWR has provided me with growth in confidence and greater knowledge and appreciation for our fantastic region. The connections formed throughout the year have been extremely valuable, not just from within the LBWR group, but also with the various program day participants, guest speakers and community groups which we had the pleasure of meeting and learning from.

I will continue my leadership journey with a greater concentration on community connection and involvement, whether that be within a social, support or sporting group, but also to continue my personal skills and growth development building on the momentum from this year.



Susan Fayad

City of Ballarat

I've met some amazing people through LBWR who have been so supportive and are so professional and talented – it's been valuable.

To me, a functioning community is one that is connected, fair and equitable. It's one where we are all sustained, care about each other and give something back.

Aside from knowing the program was great for getting a snapshot on issues facing the region and helping you grow, I really didn't know what to expect. The whole experience has been surprising and enjoyable.



David James

CDC Ballarat

This year has identified some strengths of my leadership style, but also identified some areas where I have learned to be far more effective and in tune with those around me.

Thanks to LBWR, my eyes have been opened to another world of people and organisations within my community, where I will be able to continue my leadership journey.



Nicole Marshall

McCain Foods Australia

LBWR has influenced by leadership by teaching me the importance of self-reflection. The courage to be an authentic leader with so many inspiring examples of leaders within the workplace, community and mentors has changed my perspective of leadership to be more constructive. The connection with leaders in our community has also given me a greater understanding of the challenges and opportunities for leaders to influence our region and its future and I want to be a stronger voice in this future.

I will continue my leadership journey through keeping connection with other leaders in our community so I can continue to grow and learn. In my leadership journey at McCain Foods I will continue to self-reflect and challenge my leadership knowledge to continuously grow. My hope for the future is to one day be able to mentor other new leaders and assist them in their journey as I have been assisted through LBWR.



Emma Nikkerud

UFS Dispensaries

This years program has given me the ability to reflect critically on my leadership style. It has taught me to be proactively confront conflict, set goals and create an environment that fosters independent and empowered staff.

I hope to continue to grow in my leadership skills through my current role, using the tools learnt to innovate and develop the community pharmacy I manage in Ballarat to best serve the needs of the local community. I have thoroughly enjoyed the community engagement from the program, because of this I will be a more proactive and aware member of the Ballarat community now and into the future.



Stacey Oliver

YMCA Ballarat

After completing LBWR I am more aware of how my actions, thoughts and behaviours impact on others. My default behaviours are clear and I can identify when my LSI green creeps in and make adjustments for a more humanistic approach.

Journalling has become routine for me as part of the program, this will continue to bring greater awareness of my leadership qualities and areas to work on.

I have committed to more learning opportunities and work with my team to encourage their leadership development and learn through supporting them. I will take advantage of opportunities that are presented or that I actively seek such as volunteering, board governance, mentoring or formal education.



Anthony Perovic

Coach House Ale

Leadership is service, be it in our workplace, organisations, or our families.

LBWR has helped me find my purpose:

Get involved. Be part of something bigger than yourself.



Haley Remington

SED Advisory

Completing the program has provided new insight into my leadership style, supplied me with tools and skills to tailor my leadership behaviours in different situations, and increased my confidence in my ability to lead. LBWR has also influenced my thinking on what it means to be a good leader and helped me recognise different leadership traits in others.

I will continue my leadership journey by staying connected with the other wonderful leaders who I completed the course with this year, tapping into the expanding LBWR alumni network, and seeking out new opportunities to support my community.



Merryn Rogan

RSM Australia

LBWR has provided the opportunity to explore my personality and leadership preferences, reflect and work towards the type of leader I would like to become. It has allowed me to develop new networks with a range of people from diverse backgrounds. It has challenged me to step outside of my comfort zone and helped build confidence with practice in public speaking and equipped me with new and different approaches through shared experiences of the mentor program and exposure to highly credentialed leaders. I am better informed and have greater awareness of local community issues and offerings and thus personally it created a greater connection and emotional investment in the Ballarat and surrounding area.

I will continue to reflect and work on the gaps in my leadership style, learn and grow from mistakes made along the way. I will endeavour to keep in contact with networks formed through my LBWR leadership journey.



Donna Saunders

CFA

LBWR has given me an understanding of the benefits of being an authentic leader, providing me with a vehicle to build new relationships and networks and discover opportunities locally and within the region.

I want to continue to challenge myself creatively, reach out to others and explore the possibilities. I will contribute and participate in workgroups, trusting my abilities to make a difference and influence change in my work and community.



Clare Schreenan

Clasch Design

LBWR has influenced my leadership by helping me learn about what a good leader is and that it's not always the obvious. This year has helped me identify my strengths and weaknesses as a person and a leader, and challenged me to look outside my immediate world at what else is happening in my community. I am now looking at being involved as a volunteer in my community going forward and am excited about what I can contribute to help others in this beautiful region in which I live.

Rose Scown

Centacare Employment

I am increasingly grateful to have been selected to partake in this program and to be given the opportunity to collaborate with an incredibly exciting group of people from an array of diverse industries, experience and executive levels.



The fundamental shift for me was to consider what true leadership meant to me, and my team. I also came to realise that reactions don't necessarily have to be immediate, taking time to reflect and really think through my actions before responding will allow me to retain and stay in control and I now respond to a situation rather than react to it.

I have also promised to be kinder to myself and delegate and trust more to enable a better work life balance.

Janice Shelmerdine

CAFS

LBWR has been a genuinely rewarding and empowering program. Not only has it given me additional leadership tools, it has given me the courage and confidence to try new things as well as allowing me to look deeper at myself and my leadership style. My leadership style has become more people and relationship focussed.



Although the leadership program has come to an end, for me personally it's just the beginning of my leadership journey. I am passionate about the community in which I live, in particular saving Her Majesty's Theatre, attracting and retaining talent in Ballarat and our surrounding area, youth education and empowering youth from disadvantage backgrounds. My goal is to use my new found and continually developing leadership skills in these areas.



Gemma Siemensma

[Ballarat Health Services](#)

LBWR has influenced my personal leadership journey in numerous ways. Completing the Learning Skills Inventory profile and working through aspects of it has enabled me to look deeper into who I am as a leader and what I want my leadership legacy to be. Also observing leaders through the various programs days has given me first hand examples of what I think constitutes “good leadership” and also highlighted areas where there is “room for improvement”. It’s a combination of these aspects that will see me critically evaluating my leadership journey as I move forward.



Stuart Simmons

[Visit Ballarat](#)

I plan to stay connected with the local volunteering activities I currently undertake and hope that the skills I have gained will enhance these experiences. I have also just taken on a National leadership role so I see this as an exciting and challenging opportunity to experience leadership at a national level and know that there is plenty of growth coming my way!

The opportunities gained from my experiences with LBWR will be life-changing. I have been challenged and I have been taken out of my comfort zone – I made the most of every opportunity. I learned to embrace my strengths and acknowledge my weaknesses, which I will carry with me in my professional and personal life. The opportunity I was given to learn from other people, all from diverse industries and experiences, is one of great privilege and benefit.



Rebecca Smail

[Nicholson Construction](#)

It has made me think more of the person that I would like to be and how I want to be treated in the work place. I have learnt how to reflect and respond to a variety of situations.

I will continue my leadership journey by presenting myself as a person who wants to grow and change and help those around me also grow, change and develop into emerging leaders.

Angie Spencer

[Ballarat Health Services](#)

Self-awareness, self-reflection, open minded - these are the words that describe my LBWR 2018 journey. The Leaders Forum has empowered me to be “fully present” – having your focus, attention, thoughts and feelings on what is happening in the moment. We spend much of our time not being present, multitasking, distracted by phones and computers and thinking we are being productive, when it is actually stressful and exhausting. No phones and computers during program days enabled me to feel calm, to have clarity and meaningful conversations and to experience authentic connections with an amazing group of people.

I have developed a greater connection and knowledge of the issues and opportunities impacting our region, meeting with the inspirational people who are committed to making such a positive difference in our community.

I will continue my leadership journey by continuing to self-reflect and to coach develop and mentor others. To continue to evolve and stay committed to a path of learning and adapting. To facilitate opportunities to strengthen professional relationships and support for our regional healthcare partners





Melanie Whelan

The Courier

LBWR has challenged me to honestly take a good look at my personal strengths and weaknesses and how I can work to improve on these, more constructively, as a leader. This will be an ongoing process, but I feel I have greater self-belief and awareness now, which is really important as a leader - if you lack in either, others will see this when they look in your eyes.

I have a renewed thirst for learning. LBWR challenged my thinking on key social issues, and I had thought I was open-minded. I want to keep finding ways to explore this and encourage others along on the journey.

Andrew White

VicRoads

I had the privilege of participating in some 'money can't buy' experiences. What I gained most from LBWR is an understanding of the many social issues our community faces. I was part of a diverse group of people, from all walks of life, with different experiences and ways of thinking; I learned to listen carefully and challenge my own assumptions.

Nicole Wiseman

City of Ballarat

Participating in LBWR provided both the space and the resources to support enhanced critical self-reflection. It has enabled me to recognise my strengths, to calmly acknowledge my weaknesses and better understand and adapt my behaviour to more effectively engage with and empower others.

My leadership journey will continue through taking the time to both notice and act upon opportunities for everyday leadership. A key element of this will be to strengthen my empathic listening skills to develop greater trust and understanding in my daily interactions.



Leaders Forum roll call

2017

- Fiona Brew
- Kathryn Carter
- Kasey Chapman
- Angela Daraxoglou
- Matthew Dent
- Rebekah Desira
- Kym Edwards
- Daniel Findlay
- Megan Franzo
- Mandy Grant
- Andrew Grey
- Damian Hetherington
- Serena Ioannucci
- Dylan Lesock
- Rachel Meinig
- Jake Miocic
- Will Munro
- Megan Riedl
- Leanne Shea
- Liana Skewes
- Warwick Smith
- Stuart Squire
- Lachlan Stephen
- Helen Swadling
- Adrian Tinetti
- Tamara Warland
- Travis Williamson

2016

- Wendy Adams
- Jacinta Baxter
- Lloyd Bennett
- Sarah Birtles
- Janelle Burns
- Lindy Crowe
- Keren Day
- Philip Diprose
- Talina Edwards
- Shane Herbertson
- Anna Harber
- Alan Jones
- Jon Kanoa

- Jacqueline King
- Jacqueline Keevins
- Daina MacLeod
- Kimberley O'Neil
- James Rendell
- Donna Stanczak
- Ash Sims
- Shannon Thompson
- Kane Vorbach
- Tas Wansbrough

2015

- Stephen Allen
- Gillian Armstrong
- Ben Atkinson
- Mark Bruty
- Filip Cannizzaro
- Peter Field
- Nikki Foy
- John Frdelja
- Jennifer Ganske
- Chris Gardner
- Sarah Glyde
- James Hayward
- Ben Howell
- Michelle James
- Caitlyn Larcombe
- Shirlene Laurie
- Joy O'Brien
- Pauline O'Shannessy-Dowling
- Chris Prehn
- Dougal Purcell
- Damian Ryan
- Jill Simpson
- Jade Smithard
- Heather Taylor
- April Ure
- Barbara White
- Michelle Whyte
- Morgan Panhuysen Williams

2014

- Nick Clare

- Adam Criddle
- Nathan Curnow
- Talei Deacon
- Michelle Dunn
- Katrina Fanning
- Albert Ferguson
- Rob Fillisch
- Darcy Franklin
- Paul Hutchison
- Sarah Jamison-Jones
- Adrian Kenny
- Aldona Kmiec
- Pennie Mathieson
- Tim Matthews
- Deb Milera
- Michelle O'Brien
- Justin O'Gorman
- Orry Pilven
- Kimberly Roberts
- Anne Robertson
- Melanie Schoo
- Rick Stephens
- Fiona Strauss
- Diana Sullivan
- Jennifer Trengove
- Dom Uljanic
- Leon Underwood
- Sonia van Dorssen
- Lisa West

2013

- Chris Alcock
- Ash Barker
- Katrina Beer
- Chloe Biggin
- Kate Burrows
- Trent Bursill
- Anna Doughan
- Michael Flynn
- Mick Gorfine
- Ross Huntington
- Daniel Jones
- Jodie Kennedy

- Corina Kozaris
- Robert Ladd
- Kylie Long
- Samantha Mackley
- Taya McPhee
- Adrian Misseri
- Sandi Murphy
- Greg Murray
- Jaclyn Reriti
- Anthony Riding
- Carolyn Robertson
- Kathie Taylor
- Matt Vallance
- Steph Wallace

2012

- Jeff Ashmore
- Tim Atkinson
- Joanna Brennan
- Belinda Burley
- Andrea Carroll
- Angela Connor
- Andrew Eales
- Nina Fotinatos
- Leeanne Greenwood
- Michelle Harper
- Barry Kay
- Marnie Kerridge
- Larelle Kuczer
- Beth Lamont
- Andrew McManus
- Bobby Mehta
- Simone Noelker
- Tim Owen
- Jodie Perry
- Jo Powell
- Norman Prueter
- Janelle Ryan
- Jodie Rykers
- Sean Simpson
- Christopher Stevens
- Dawn Tschujasehenko

2011

- Nadia Attar-Bashi
- Jo Curkpatrick
- Wayne Gason
- Samantha Gent
- Mona Hatwal
- Ashley Heenan
- Bianca Jones
- Rhonda Lowe
- Sarah Lum
- Matthew Lyttle
- Simon Manterfield
- Peter McConvill
- Mark Powell
- James Riggs
- Stephen Roberts
- Peter Rutley
- Frances Salenga
- Robyn Salt
- Anthony Schreenan
- Nicole Roberts
- Jude Sobey
- Daniel Sutton
- Nathan Thorp
- Tim Waller
- Chris Waters
- Annie Young
- Igor Zovko

2010

- Shane Armstrong
- Jane Barclay
- Denielle Beardmore
- Andrew Brisbane
- Olivia Brown
- Sheree Collins
- Brett Davis
- Serena Eldridge
- Pauline Fay
- Karin Franck
- Katherine Gillespie
- Lynette Heenan
- Anita Holdsworth

- Geoff Johnson
- Wayne Jones
- Kylie Lang
- Sheree Lowe
- Jed Manley
- Jade Morrison
- David Moyle
- Judy-Ann Quilliam
- Mel Razmjoo
- Ben Reeve
- Adam Rogers
- Mark Simpson
- Gabby Spiller
- Greg Stewart
- Gavin Svanosio
- Mark Thornton
- Charles Zhang

2009

- Fleur Baker
- Michael Boatman
- Sheree Chevalier
- Angela Clough
- Karl Curran
- Glenn Drew
- Karen Eaton
- Ewen Fletcher
- Sue Flockhart
- Carmel Flynn
- Andrew Henwood
- Michael Hynes
- Cassie Lindsey
- Heather McBean
- Adam McSwain
- Shannon Meadows
- Chris Moors
- Lydia Mzondo
- Sean O'Keeffe
- Jarrod Page
- Krys Pekin
- Melissa Polkinghorne
- Maria Rice
- Andrew Wallace

- Paul Wallace
- Leanne Wilson

2008

- Jody Barclay
- Rachel Browning
- Andrew Burgess
- Nicole Cassells
- Matthew Chapman
- Bronwen Clark
- Luke Cooper
- Matthew Dawson
- Brett Edgington
- Debbie Fankhauser
- Todd Fletcher
- Bernie Fradd
- Amanda Kay
- Lauren Mann
- Chris Martin
- Genevieve Martin
- Rachaele May
- Stuart McKee
- Katie Morris
- Kurtis Noyce
- Catherine Riddoch
- Paul Rogan
- Lu Scott
- Sharine Shaw
- Maree Stevenson-Chamings
- Chris Wright

2007

- Tavis Baker
- Peter Boadle
- Gayle Boschert
- Ben Brown
- Vikki Chaffey
- Kate Diamond-Keith
- Troy Everett
- Peter Forbes
- Belinda Fyffe
- Kerri Gordon
- Douglas Gowans

- Narelle Hibberd
- Chris Hutton
- John King
- Karen McCraw
- Jennifer McPherson-Berry
- Andrew Nuske
- Tony Redmond
- Caius Ryan
- Arti Shaw
- Claire Stafford
- Robyn Stevens
- Michelle Symes
- Kath Venters
- Tracey Wilson

2006

- Natalie Abbott
- Carolyn Barrie
- Olivia Bates
- Tamara Boyd
- Angela Carey
- Colin Dorn
- Karen Doyle
- Luke Dunne
- Jenny Fitzgerald
- Robert Gibson
- Scott Hebbard
- Naomi Irvin
- Liz Leorke
- Kym Ludbrook
- Tennille McLauchlan
- Luke Mullane
- Paul Murphy
- Travis Polkinghorne
- Tania Rigby
- John Ruyg
- Michael Smith
- Mark Spenceley
- Matt Stevens
- Marietta Thompson
- Adam Wiseman 



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