

2017 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 12 program years, 322 people have put in over 175 hours each a year to learn more about themselves and the impact they can have on their community.

More than anything else, Leaders Forum is about developing networks across our region. Graduates are encouraged to maintain positive, lifelong relationships with the program and their communities through the Leaders In Action (LIA) alumni network. The opportunities to tap in to, collaborate and cross-pollinate throughout this network are endless.

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### LBWR's focus

- To provide a high-quality leadership program that strengthens 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 ✨

# 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:

- 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 they 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 develop the leaders that will make a positive difference to their communities.**

Now in its 12th year, Leadership Ballarat & Western Region's Leaders Forum program is continuing to develop leaders that will seek and lead change within and across their local rural and regional communities. I was delighted to see that so many VRCLP graduates nominated and succeeded in the 2016 council elections. That 35 graduates were elected across 29 of 48 rural or regional city councils demonstrates a very practical outcome for the VRCLP. I am confident that program graduates' deep knowledge of their regions will equip them well to face the social, economic and administrative challenges they will encounter. Of course, many graduates contribute to their community or workplace in so many other ways and we also celebrate their achievements in community leadership.

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

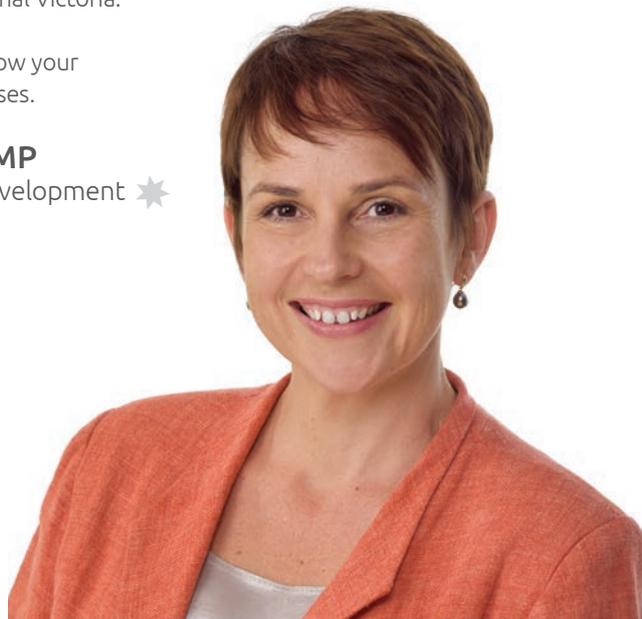
Leaders Forum benefits individual participants by providing them with skills, knowledge and self-confidence to actively engage in local and wider communities. It also benefits local communities more broadly by improving their capacity to recognise, prioritise and drive regional change.

I congratulate you all for 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.

Congratulations to this year's 27 Leaders Forum graduates. You now join an alumni of 322 across the region and over 3200 across rural and regional Victoria.

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

**What a remarkable year it has been for leadership around the world. The most striking development for me has been the rise in the US of locally based action to counter the inaction (at best) of the new president or Congress on important issues. Consider the states and cities working to tackle climate change and the self-declared "sanctuary cities" for immigrants.**

There have been similar movements in Australia, especially in response to our national paralysis on energy and climate policy. Has the need for community leadership ever been stronger? Have programs such as LBWR ever been more important?

LBWR has had another great year. Unfortunately, we lost our executive officer, Jennie Courtney, towards the end of the year.

Jennie introduced several very positive changes to the program during her short tenure and – as every past EO has done – left us in better shape than she found us. Thank you, Jennie, and all the best in your new role at Ballarat Health Services.

The Committee is grateful once again to our most generous sponsors, the employers who support their staff to undertake the Leaders Forum, the participants themselves for their commitment, and the hard-working staff of Committee for Ballarat.

**Scott Williams** ★  
LBWR Chair

### 2017 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.**

**Scott Williams (Chair)**  
Director, Forest Hill Consulting

**Jennie Courtney**  
Outgoing EO, Leadership Ballarat & Western Region

**Tony Chew**  
LBWR Learning Partner

**Terry Lloyd**  
Former Deputy Vice-Chancellor, Federation University

**Bobby Mehta**  
Pharmacy Consultant  
*LBWR 2012 graduate*

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

**Nicole Roberts**  
Senior Manager - Retail Operations, Sovereign Hill  
*LBWR 2011 graduate*

**Melanie Robertson**  
CEO, Committee for Ballarat

# 2017 Program summary



## February 22-23: Opening retreat

Venue: RACV Goldfields Resort, Creswick

### The aims

- Gain an introduction to the program
- Get to know each other and develop an understanding of individual values and preferences
- Learn about the four forms of leadership explored through the program

### The line-up

- Life Styles Inventory (LSI) workshop (Garry Trotter, SED Advisory)
- Søren Hermansen (international keynote speaker and renewable energy pioneer)
- From Experience to Theory: A Development Framework for Community Leadership workshop (positive change expert Paige Williams)

## March 8: Regional overview

Program day venue: Ballarat Mechanics' Institute

### The aims

- Experience mindfulness and understand how it can be a useful tool for leadership and communication
- Understand the regional community in which we live and how we prepare for the future
- Explore the key issues and themes influencing the future of our region

### The line-up

- Mindfulness workshop with Shannon Thompson (Australian Catholic University psychologist/2016 LBWR alumni)
- Melanie Robertson (CEO, Committee for Ballarat)
- George Fong (Chair, Central Highlands Regional Partnership)
- Geoff Sharp (CEO, United Way Ballarat)





## March 22: Local government

Program evening venue: Ballarat Town Hall

### The aims

- Gain knowledge and understanding of how local government and council works
- Identify opportunities to engage with the processes and projects of local government

### The line-up

- Neville Ivey (Director Community Development, City of Ballarat)
- Cr Samantha McIntosh (Mayor, City of Ballarat)
- City of Ballarat council meeting



## April 19: Health

Program day venues: Ballarat Health Services and Ballarat Community Health

### The aims

- Understand the statistics and issues of our region relating to health and wellbeing
- Explore systems-based approaches to the prevention and intervention of illness and disease
- Demonstrate an understanding of the impact of health and wellbeing on personal leadership effectiveness

### The line-up

- Keren Day (Director Governance and Risk Management, Ballarat Health Services/2016 LBWR alumni)
- Carolyn Robertson (Nursing Director Women's & Children's Services, Ballarat Health Services/2013 LBWR alumni)
- Dale Fraser (CEO, Ballarat Health Services)
- Tour of Ballarat Regional Integrated Cancer Centre
- Katherine Gillespie (Executive Officer, Central Highlands Primary Care Partnership)
- Tour of Ballarat Community Health's Lucas facility
- Katherine Cape (General Manager Prevention and System Development, Ballarat Community Health)
- Jacqueline Keevins (Manager Pharmacotherapy Network, Ballarat Community Health/2016 LBWR alumni)
- Andrew Howard (General Manager Primary Care, Ballarat Community Health)
- Self-care for leaders workshop with social worker Jill Lee



## May 3: Economic development

Program evening venue: Ballarat Tech Park Central

### The aims

- Gain an understanding of the role government, the private sector and education providers have in developing key industries and employment within our region
- Explore the challenges associated with major infrastructure projects in regional settings, both for the organisations involved and for the communities they co-exist within

### The line-up

- Mark Hogan (Manager Economic Development Grampians Region, Regional Development Victoria)
- Marc Amos (Manager Investment and Trade, Regional Development Victoria)
- Geraldine Lewis (Business Development Manager, Federation University)
- Malcolm Sachs (Cubby Haus Brewery)



## May 17: Arts, culture, tourism and heritage

Program day venues: Sovereign Hill and the Art Gallery of Ballarat

### The aims

- Explore the intersection of our region's arts and cultural institutions with emerging tourism and cultural strategies
- Consider how arts and cultural practices can foster community connectedness and develop a strong sense of place

### The line-up

- Jeremy Johnson (CEO, Sovereign Hill)
- Craig Dent (CEO, State Trustees)
- Tour of Sovereign Hill's Quartz Mining Company with Serena Ioannucci (Manager Mine Operations, Sovereign Hill/ 2017 Leaders Forum participant)
- Noel Dempsey (CEO, Visit Ballarat)
- Gordon Morrison (Director, Art Gallery of Ballarat)
- Julie Collins (Artistic Director/Curator, Biennale of Australian Art)
- Andrew Walsh (CEO/Executive Producer, Biennale of Australian Art)
- Malcolm Sanders (Creative Arts Facilitator, Regional Arts Victoria)
- Bryce Ives, (Director, Federation University Arts Academy)
- Susan Fayed (Coordinator Heritage and Cultural Landscapes, City of Ballarat)
- David McGinness (Collaborative Research Centre in Australian History, Federation University)



## May 31: Environment

Program day venues: Waubra Wind Farm, Gekko Systems and Central Highlands Water

### The aims

- Understand the global environmental challenges we face and how these can be addressed at a local level
- Explore opportunities for our community and local businesses in emerging sustainable energy and water management processes

### The line-up

- Tour of Waubra Wind Farm
- Cameron Stowe (Site Manager, Waubra Wind Farm)
- Leigh Russell (Site Coordinator, Waubra Wind Farm)
- Doug Hobson (Waubra farmer)
- Tour of Gekko Systems' biodigester
- Tony Stone (General Manager Biogas Technology, Gekko Systems)
- Cr Belinda Coates (City of Ballarat)
- John Frdelja (Manager Strategic Asset Management and Planning, Central Highlands Water/2015 LBWR alumni)



## June 8: Politics and presenting

Program evening venue: Ballarat Tech Park Central

### The aims

- Develop an understanding of the upcoming Canberra visit
- Gain an understanding of the role of federal parliament and the expectations and etiquette when visiting
- Start to consider and develop skills in public speaking, storytelling and advocacy

### The line-up

- Catherine King (Federal Member for Ballarat)
- Bryce Ives, (Director, Federation University Arts Academy)



## June 20-22: Canberra

Venues: Museum of Australian Democracy at Old Parliament House, Australian War Memorial, Parliament House, National Arboretum and Government House

### The aims

- Understand the importance of the Federal Parliament in the lives of Australians and to gain an insight into our national cultural institutions
- Remember, interpret and understand the Australian experience of war and its enduring impact on Australian society and leadership
- Engage in dialogue with our country's elected leaders and be exposed to a variety of leadership styles
- Better understand the functions of parliament when governing, legislating, funding, scrutinising and representing the country locally, nationally and internationally
- Consider how we, as regional thought leaders, can creatively respond to the key issues facing our communities and the leadership provided by organisations such as the Regional Australia Institute

### The line-up

- Tour of the Museum of Australian Democracy at Old Parliament House plus interactive Cabinet in Confidence experience
- Tour of the Australian War Memorial plus The Last Post
- Cr Samantha McIntosh (Mayor, City of Ballarat)
- Justine Linley (CEO, City of Ballarat)
- Jo Stevens (Managing Director, Premier Strategy)
- Catherine King (Federal Member for Ballarat)
- Paul Bongiorno (Contributing Editor, TEN News, Parliamentary Press Gallery)
- Cathy McGowan (Independent Member for Indi)
- Tim Bryant (Senior Clerk of Committees, Senate)
- Nicholas Craft (Legal and Constitutional Affairs Committee)
- Jane Hume (Senator for Victoria)
- Anthony Albanese (Shadow Minister for Infrastructure, Transport, Cities and Regional Development)
- Question Time at Parliament House
- Scott Ryan (Special Minister of State)
- Andrew Garrett (Catherine King's Senior Adviser and Chief of Staff)
- Bill Shorten (Opposition Leader)
- Jack Archer (CEO, Regional Australia Institute)
- Julie McLaren (Visitor Services Officer, National Arboretum)
- High tea with Governor-General Sir Peter Cosgrove and Lady Lynne Cosgrove at Government House



## July 19: Mid-year review

Program day venue: Mercure Ballarat Hotel and Convention Centre

### The aims

- Refresh knowledge of the LSI circumplex
- Establish objectives for initial discussions with Learning Partners
- Start to consider our own leadership legacies
- Review group dynamics and map out when we're at our best and when we're at our worst

### The line-up

- LSI reflection and group work with Garry Trotter
- Simon Monk (Mercure Ballarat Hotel and Convention Centre)
- Meet and greet with Learning Partners



## July 26: Empowering the community

Program day venue: Yuille Park Community College

### The aims

- Explore the social determinants of health and the impact of efforts to increase community connectedness
- Understand the circumstances surrounding students at risk and the impact early intervention can have on their later success
- Consider opportunities to support adult learners and job seekers and how these can create a more positive society

### The line-up

- David McNamara (CEO, Foodbank Victoria)
- Brett Shillito (Assistant Principal, Yuille Park Community College)
- Simone Gilbert (Student Engagement Officer, Yuille Park Community College)
- Mandy Macdonald (CEO, BGT) plus employees and clients
- Anthony Roder (Group General Manager Manufacturing, MaxiTRANS) plus employee
- Michelle Whyte (Executive Manager, Ballarat Neighbourhood Centre) plus employees and clients
- Warrick Davison (Coordinator Housing & Crisis Support, Uniting Ballarat)

## August 9: Agriculture

Program day venues: Ballarat Tech Park Central, Mount Beckworth Wines and Tuki Trout Farm

### The aims

- Understand the impact of food production on our environment and our economy
- Consider the future of farming in our region within the broader global context

### The line-up

- Tom Quinn (Special Adviser, Future Business Council)
- Grant Pritchard (agricultural training consultant)
- Tour of Mount Beckworth Wines
- Paul and Jane Lesock, owners of Mount Beckworth Wines
- Tour of Tuki Trout Farm
- Robert Jones, owner of Tuki Trout Farm





## September 5-6: Melbourne

Venues: MCG and Parliament House

### The aims

- Network with participants from regional Victoria's nine other regional community leadership programs
- Gain exposure to strategic thinking beyond our own localities and take these insights home to broaden our leadership capacity
- Consider how, as regional thought leaders, we can respond creatively to the key issues facing our communities
- Explore ways to advocate a responsive culture that builds a sustainable future

### The line-up

- VRCLP Combined Program Day
- Jaala Pulford (Minister for Regional Development)
- Frank Kelloway and Dr Daniel Terril (Deloitte)
- Jason Clarke (Minds at Work)
- Shawn Callahan (Anecdote)
- Peter Lochert (Secretary for the Department of Parliamentary Services)
- Bruce Atkinson (President of the Legislative Council)
- Geoff Howard (Member for Buninyong)
- Joshua Morris (Member for Western Victoria)
- James Purcell (Member for Western Victoria)
- Gayle Tierney (Member for Western Victoria)
- Steph Ryan (Member for Euroa and Deputy Leader of the Nationals)
- Roma Britnell (Member for South West Coast)
- Simon Ramsay (Member for Western Victoria)
- Richard Riordan (Member for Polwarth)
- Andres Lomp (Communications and Public Engagement Manager, Parliament of Victoria)
- Briefing on parliamentary committees



## September 20: Diversity

Program day venue: Ballarat Regional Multicultural Council's Welcome Centre (former Sacred Heart convent)

### The aims

- Understand diversity, unconscious bias and cultural influences
- Hear personal stories of migration to Ballarat
- Consider how we as a community and, in particular, LBWR alumni, can support development of a more welcoming community approach to settlement

### The line-up

- Steven Asnicar (Diversity Australia)
- Ann Foley (Executive Officer, Ballarat Regional Multicultural Council [BRMC])
- Ian Bennett (BRMC)
- Deruka Dekuek (Settlement Services Program Coordinator, BRMC)
- Barry Petrovski (Team Leader, Ballarat Centre for Multicultural Youth)
- Norman Prueter (LBWR Committee member/2012 LBWR alumni)
- Sadiki Mukasa (City of Ballarat Multicultural Ambassador)
- Talina Edwards (Talina Edwards Architecture/2016 LBWR alumni)
- Kate Phillips, Luke Moodie and client Dave (YMCA Bridge Project)
- Suzanne Cassar (Reintegration Services Supervisor, Langi Kal Kal Prison)



## October 11: Justice

Program evening venue: Langi Kal Kal Prison

### The aims

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

### The line-up

- Five Langi Kal Kal inmates
- Suzanne Cassar (Reintegration Services Supervisor, Langi Kal Kal Prison)
- Darren Davies (Operations Manager, Langi Kal Kal Prison)
- Chris Noller (Regional Vocational Services Manager, Langi Kal Kal Prison)
- Lisa Ashton (Community Corrections Services)



## October 25: Innovation

Program day venue: Freight Restaurant & Bar

### The aims

- Understand collective impact and collaborative approaches to community change
- Bring together all of the learnings from the year and “land” on where to next for this group
- Consolidate all of the personal and corporate learnings into action plans for the future

### The line-up

- Geoff Sharp (facilitator)
- Melanie Robertson (CEO, Committee for Ballarat)
- Robyn Reeves (CEO, Ballarat Community Health)
- Warrick Davison (Coordinator Housing & Crisis Support, Uniting Ballarat)
- Melissa Farrington (Health Promotion Officer, Ballarat Community Health)
- Eugene Duffy (Editor, The Courier)
- Kim Redfern (Team Leader Digital & eLearning Solutions, Federation University Australia)



## November 8: Closing retreat

Program day venue: Ballarat Golf Club

### The aims

- Pull together the knowledge and insights gained from participants’ LSI profiles to become clear about the leaders they aspire to be and the legacy they wish to leave
- Reflect on the LBWR Team Charter and identify key learnings of what it takes for a leader to develop team standards that bring out the best in each other and are consistently lived

### The line-up

- Garry Trotter (SED Advisory)
- Geoff Sharp (facilitator)

# Leaders Forum 2017 in numbers



**27** participants



**5** scholarship recipients



**21** program days and evenings



**1** interstate trip to Canberra



**115** guest speakers and facilitators



**22** Learning Partners



**295** Leaders Forum alumni

# 2017 Participant reflections



## **Fiona Brew**

Executive Director People & Culture, Ballarat Health Services

### **How did Leaders Forum inspire or change you?**

Leaders Forum forced me to reflect on self-reflection, resilience and mindfulness, and I have pursued other avenues as a result. The program also opened other doors of appreciation.

### **Your key takeaway message from the program?**

Invest the time – when you do the preparation, the richness of the experience is enhanced.

### **Where to from here?**

I will continue investing in the learnings and applying the knowledge and skills.



## **Kathryn Carter**

Payroll/People and Culture, C.E. Bartlett

### **How did Leaders Forum inspire or change you?**

Leaders Forum made me aware of the multitude of issues faced by our community and the admiration I have for the organisations/people/leaders who willingly put their hand up to foster and promote change. A strong, prosperous and vibrant community's foundations are based on this type of collaboration. Along with inspiration from my fellow participants, this program has given me the courage to learn more about where I live, with a newly acquired enthusiasm to contribute.

### **Your key takeaway message from the program?**

My takeaway message is based around that of being an "authentic leader", staying true to myself and letting my actions speak louder than words. I read somewhere that "the measure of leadership cannot be found in the leader – it's found in the impact the leader has on his/her followers". This is something I will continue to develop after the program is over.

### **Where to from here?**

I'm not sure if I'm ready to answer this question. I'm still discovering where I fit in the grand scale of things. Time will tell.



## **Kasey Chapman**

Case Manager, Department of Justice and Regulation | Bank Australia Indigenous Scholarship

### **How did Leaders Forum inspire or change you?**

It challenged a lot of my preconceived notions and was a major catalyst in terms of my personal development and professional growth. Realising how much my local community has to offer economically, environmentally and socially has inspired me to continue to be curious and explore all facets.

### **Your key takeaway message from the program?**

Reflect positively, engage wholly and ask the questions.

### **Where to from here?**

"I don't know where I'm going from here but I promise it won't be boring" (David Bowie).



## Angela Daraxoglou

Senior Transport Planner (Grampians), Transport for Victoria  
Pyrenees Shire Community Scholarship

### How did Leaders Forum inspire or change you?

Participating in the 2017 Leaders Forum was an enriching experience. It provided an enormous boost to my confidence and gave me the belief that I can impact positive change in my community.

### Your key takeaway message from the program?

The program gave me an audience with so many inspiring leaders who have generously and candidly shared their experiences and offered advice on how to become a more effective leader. My takeaway message is there are many forms of leadership and a myriad of ways to make a meaningful contribution to the society we live in. You don't have to be a company CEO!

### Where to from here?

I am currently involved with two committees in Moonambel in a volunteer capacity. There is a great deal of work to be done to sustain our small, vibrant community and many challenges ahead. I am excited to continue my involvement in community groups within Moonambel. I also intend to take some time to identify other ways I can make a meaningful contribution within the wider Pyrenees area.



## Matthew Dent

Project Officer, City of Ballarat

### How did Leaders Forum inspire or change you?

It gave me a greater awareness of the challenges in the region and the realisation that often the only thing required for them to be solved is for one person to stand up and say "this is my problem".

### Your key takeaway message from the program?

Step up. Live, don't reside. Knowing yourself and knowing your community are the keys to making yourself and your community better.

### Where to from here?

Back to work to solve the world's problems, one little bit at a time.



## Rebekah Desira

Chartered Accountant, RSM Australia Pty Ltd

### How did Leaders Forum inspire or change you?

Leaders Forum was a really interesting program in many ways but the connections to the other participants was the greatest highlight for me. Being able to get to know 26 people I probably never would have met otherwise was really lovely. We were all completely different and yet we all had much in common. Another great part of the program was the exposure to facets of the community that I didn't know much about. The opportunity to go behind the scenes and interact with people of that field is not something available to everyone, and for that I feel particularly privileged.

### Your key takeaway message from the program?

Be open to all possibilities and look for the potential in terms of the community, your peers and yourself.

### Where to from here?

I'd like to get involved with some volunteering in the future and will definitely be catching up with the friends I've made during the course of this year.



## Kym Edwards

Coordinator Victims Assistance Program and Youth Services, Centacare

### How did Leaders Forum inspire or change you?

It opened my eyes to how truly fortunate we are to live in this region. During each program day, I learnt interesting and valuable information about our community and region, and benefited greatly with learning from and speaking to truly inspirational leaders doing amazing and meaningful work. I experienced significant reflection throughout the year on who I am as a leader, what my role and contribution is within our community and, most importantly, the possibilities for change and growth.

### Your key takeaway message from the program?

Always consider opportunities for change. Be curious – consider all the options and possibilities, regardless of how unrealistic or unachievable the reality may seem at the time. Never stop learning. Always think outside the square and challenge your views, perspectives, unconscious biases and reflect on them. Work collaboratively – the benefits, possibilities, results and outcomes will be enhanced every time.

### Where to from here?

This question is difficult to answer at this time, other than to perhaps say “work in progress”. There are fortunately no shortage of options and possibilities to consider, which is exciting. Watch this space!



## Daniel Findlay

Projects Engineer, Findlay Engineering

### How did Leaders Forum inspire or change you?

It gave me a great opportunity to get insight into what really happens in this community. Meeting up with all of the participants on program days creates conversations that are backed by very different views, opinions and professional standpoints. Along with the various special guests and topics, these interactions broaden your view on the direction of the community and the troubles it faces along the way. With reflection being a large part, it made me take note of my own behaviours and contributions.

### Your key takeaway message from the program?

Diving in and understanding your own behaviours really opens up the notion of learning will never end and you will never stop improving.

### Where to from here?

I hope to use my new knowledge and skills to develop my leadership and create other leaders in the workplace and community.



## Megan Franzo

Manager Communications and Marketing, City of Ballarat

### How did Leaders Forum inspire or change you?

Leaders Forum has inspired me to make a difference in my community by volunteering for a cause I am passionate about.

### Your key takeaway message from the program?

As a leader, I don't have to know everything. Leadership is about knowing how to draw the right people together to produce an effective outcome.

### Where to from here?

I am about to have a baby but, following this milestone in my life, I am looking forward to contributing to my community in ways I had not considered before the program.



## Mandy Grant

Event Sales Executive, Mercure Ballarat Hotel and Convention Centre

### How did Leaders Forum inspire or change you?

I have become a better leader in my workplace and community, and I am listening to people more and gaining further knowledge of my community.

### Your key takeaway message from the program?

Become more involved in the community and listen to people around you as they have great ideas for this beautiful city we live in.

### Where to from here?

This year, I have become a member of the Connect Networking planning committee. Without Leaders Forum, I would never have joined. From here, I hope to increase my networks in the Ballarat region and help out in our growing community.



## Andrew Grey

Senior Planning Consultant, SED Advisory

### How did Leaders Forum inspire or change you?

It helped me understand and appreciate how much influence my actions in everyday situations can have on others.

### Your key takeaway message from the program?

Leadership is not a position, it is a mindset.

### Where to from here?

I begin a new position with the TGM Group soon and will concentrate on using my learnings from the course to try and get a good foothold in my new job and develop strong relationships with new colleagues.



## Damian Hetherington

Sales Manager, The Courier

### How did Leaders Forum inspire or change you?

It enabled me to become more aware of the social and structural challenges that Ballarat faces.

### Your key takeaway message from the program?

Communication, backed up by action, is what it's going to take to continue to grow Ballarat and the surrounding region.

### Where to from here?

I'll continue to expose myself to community experiences so I can involve myself in situations where my skills can give the most value.



## Serena Ioannucci

Manager Mine Operations, Sovereign Hill Museums Association

### How did Leaders Forum inspire or change you?

It made me acknowledge the importance of planning for the future. Previously, I thought this was something I couldn't be a part of, that it was much bigger than me and best left to others. Now I believe that not only can I be a leader in moving forward but am morally obligated to help construct a fantastic tomorrow for the generations to come.

### Your key takeaway message from the program?

I actually can make a difference.

### Where to from here?

I plan on collecting my thoughts and spending some time thinking about which direction I want to take. Ultimately, I would like to create and work on a new project with some of the other LBWRers but also contribute to other established programs. The world is our oyster.



## Dylan Lesock

Managing Director, Clarke Clean | Peter Davies Scholarship

### How did Leaders Forum inspire or change you?

It made me acutely aware of the many needs in a community and has inspired me to actively get involved in the future. Getting involved with my community can only have positive outcomes.

### Your key takeaway message from the program?

That a small group of like-minded individuals can make an impact on thousands of people through positive action.

### Where to from here?

I'll continue to grow my businesses but do so by working in partnership with local community groups to benefit my employees and the greater community through positive action, whether it be volunteering, jobs for refugees, food drives, fundraisers etc.



## Rachel Meinig

Asset Management and Planning Engineer, Central Highlands Water

### How did Leaders Forum inspire or change you?

The program provided a great opportunity for me to reflect on my own core beliefs and how I can align those beliefs to my work and personal life. It has inspired me to look beyond my current sphere of influence and try and effect change in areas that are of strong value to me.

### Your key takeaway message from the program?

I think it really highlighted to me that anyone can be a leader and what is really required for leadership is action. In order to create change in the community or at work, I need to step up and create that change.

### Where to from here?

I'm motivated to try to create positive change at work and drive more efficient processes and practices. I would also like to become more involved in community initiatives or volunteering opportunities that align with my core values.



## Jake Miocic

District Support Coordinator, Country Fire Authority

### How did Leaders Forum inspire or change you?

By opening the door to different parts of our community and facilitating self-reflection, Leaders Forum has made me more aware of the opportunities around me and helped me to understand my strengths and weaknesses.

### Your key takeaway message from the program?

Networking and collaboration is critical for community and business success. You must understand yourself before being able to lead others. We need to be the louder, smarter majority to dictate government direction.

### Where to from here?

At an organisational level, I will continue to develop the people around me and relentlessly find ways to innovate and improve our business. At a personal and community level, I don't know what is next. I am on a search to find a cause to believe in and my eyes are open, looking for worthwhile opportunities.



## Will Munro

Licensed Estate Agent, Ray White Ballarat

### How did Leaders Forum inspire or change you?

Being a part of Leaders Forum gave me a different perspective on what it means to be a leader, and I am now more open-minded when it comes to new ideas and change.

### Your key takeaway message from the program?

There are many parts to the machine when it comes to growing a community and creating a wonderful city for others to come to.

### Where to from here?

I think the next 12 months will be for reflection and working out the next steps. I want to be involved in the community more and more but it is making sure I invest myself in the right area.



## Megan Riedl

Artistic Director, Tripwire Theatre Incorporated | Hugh Williamson Foundation Scholarship

### How did Leaders Forum inspire or change you?

I became intensely aware of the privileged positions we participants have. The ingrained privilege of a group of (predominantly) culturally and linguistically mainstream middle managers alerted me to my own understandings of class and how disadvantage plays out in our community. Our trip to Yuille Park Community College – an example of long-term strategic investment in a community of generational disadvantage – brought many people's privilege into perspective. Participation in this program is a privilege. Having a job which enables you to pay for this program is a privilege. Having any job is a privilege. Having the self-awareness and education to even apply is a privilege. And so I do feel incredibly lucky to be involved – lucky that my life is privileged enough for me to make a difference to others who are not as well off as I am. And the wider benefits to our community which flow from enabling others as I develop myself is something I felt, but I don't think I could articulate, before this program.

### Your key takeaway message from the program?

A quote that sticks with me is from Cathy McGowan. She said: "You can do anything, but you don't have to do everything." I think I need this tattooed on the inside of my eyelids.

### Where to from here?

As the artist in the room, it was my obligation to do what artists are best placed to do for our society – to ask hard questions, to push boundaries, to confront and to entertain. As I had confirmed by my LSI profile, one of my go-to styles is Oppositional. I get a perverse pleasure out of making people uncomfortable; of being cynical; of disagreeing. It makes me look confident and strong – I don't care what people think about me. But this way of working, as my Learning Partner rightly pointed out, is destructive, and so my challenge for the future is to find more constructive ways to challenge others. And so to my writing desk I go. Poetry, play scripts and productions of theatre – these are my tools for highlighting privilege, challenging the norm and making comment on society.



## Leanne Shea

Chief Nursing and Midwifery, Ballarat Health Services

### How did Leaders Forum inspire or change you?

Leaders Forum inspired me to have a more lived experience in the community. It raised my awareness of the broader social, economic and environmental challenges we, as a community, face; however, it also presented us with the opportunity to inform change and step up.

### Your key takeaway message from the program?

Step up as a leader in the community. Engage, participate, act.

### Where to from here?

Explore opportunities to be involved in community activities/projects where I can add value and give back.



## Liana Skewes

Blogger, Finding Femme | Leaders In Action Scholarship

### How did Leaders Forum inspire or change you?

The program days gave me an understanding of the city and region that I never thought I could have. Through that knowledge, I began to see how the contributions I make to the community can have a greater impact, that I can invest in a future that will benefit as many people as possible.

### Your key takeaway message from the program?

It takes a village to change a village. No one person needs to do everything. If every person does something, that's enough to create momentum, to change the direction of something, and to make a difference.

### Where to from here?

The program helped me expand my career opportunities, thanks to the personal growth participants are able to capitalise on. I hope to fully capitalise on that growth with more opportunities towards the end of the year.



## Warwick Smith

Manager Reid's Guest House, Uniting Ballarat

### How did Leaders Forum inspire or change you?

It gave me the opportunity to challenge myself, reflect on my leadership skills and grow in confidence and knowledge. The chance to learn from others, both participants and guest speakers, was instrumental to this. To see that there are so many organisations and individuals working so hard to make Ballarat a more vibrant, inclusive and well-rounded community is amazing and has inspired me to be a more active contributor to the growth and development of our town.

### Your key takeaway message from the program?

True leadership is not about a title, the size of your pay cheque or presumed status – it's about your actions and ability to motivate, inspire and bring out the best in others.

### Where to from here?

With the skills, knowledge and networks gained from Leaders Forum, I will continue to work on developing better ways of providing services and support for those in our community who face poverty and homelessness.



## Stuart Squire

Team Leader Delivery, VicRoads

### How did Leaders Forum inspire or change you?

It inspired me to embrace my strengths as a leader and appreciate the great acts of leadership continually on display within our community. There are so many inspirational stories out there and we all have a role to play in capitalising on the leadership around us to promote a better future.

### Your key takeaway message from the program?

Accept that we all have different strengths and weaknesses as people, as leaders. It's not until we engage with each other, drawing out the different characteristics, do we then realise the collective strength we have as leaders to inspire and challenge those around us.

### Where to from here?

To continue my leadership journey with the confidence I now take from the program. What I thought was possible has now completely changed; the horizon has expanded.



## Lachlan Stephen

Team Leader Rural Projects Ballarat, Powercor Australia

### How did Leaders Forum inspire or change you?

It challenged my belief system and increased my concern for the community.

### Your key takeaway message from the program?

You only know what you don't know!

### Where to from here?

It would be disappointing for this journey to end at awareness.



## Helen Swadling

Planning Officer, Pyrenees Shire Council

### How did Leaders Forum inspire or change you?

I learnt to be still and quiet. To really listen and take in what others around me are saying.

### Your key takeaway message from the program?

You can do anything if you have the right people surrounding you. Collaboration is the key.

### Where to from here?

Each program day has something in it that can be used in your everyday life. Putting that into practice in my work environment will be what I take from this journey.



## Adrian Tinetti

Director Corporate Governance, Federation University Australia

### How did Leaders Forum inspire or change you?

It inspired me to step up to the challenge as a leader in this community. I have learnt about leadership, both in my own personal journey and collectively with my fellow participants.

### Your key takeaway message from the program?

To appreciate my values and strengths and utilise them to influence others and achieve my maximum potential.

### Where to from here?

Our region is on the verge of a wave of positive change and, together, we can achieve great outcomes.



## Tamara Warland

Practice Nurse Manager, UFS Dispensaries

### How did Leaders Forum inspire or change you?

Leaders Forum inspired me to think outside the box.

### Your key takeaway message from the program?

Together, people can make a difference, and Ballarat is certainly heading in the right direction.

### Where to from here?

The possibilities are endless.



## Travis Williamson

ANZ Logistics Finance & Projects Manager, McCain Foods

### How did Leaders Forum inspire or change you?

I felt that personally, and professionally, the program gave me a perspective that communities and the networks in those communities are so vital to the strength and sustainability of all individuals. There is a vast range of regional issues that are being addressed, but there is so much more that needs to be done. In becoming a leader, I understand there is so much more I need to do. If I can take away one thing from the final steps of the program, it is to be strong and not afraid to be a voice for my community.

### Your key takeaway message from the program?

Courage. All great leaders need to be resilient in the face of adversity. They need to be able to collaborate with networks with a vision of a long-term future, no matter what the goal is. And, importantly, they need to have the courage to stand up and be that voice of change and reason.

### Where to from here?

Continue on my leadership journey with McCain Foods whilst also looking to undertake some volunteering roles within the Ballarat region. But, firstly, take a long overdue holiday.

# Leaders Forum roll call

## 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 Kmic
- 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'Keefe
- 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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