

**LEADERSHIP  
VICTORIA**

**2012**

# Leadership For The Future



**LEADERSHIP  
VICTORIA  
.ORG**



# Our Partners

Leadership Victoria gratefully acknowledges the contribution of our partners. Their valuable support of our vision and mission truly makes a difference in developing leaders for social impact.

## FOUNDATION PARTNER

### HUGH WILLIAMSON FOUNDATION

## MAJOR PARTNERS



Leadership Victoria is supported by The Truby and Florence Williams Trust, and the Schiavon Trust which are managed by ANZ Trustees

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Department of Premier and Cabinet  
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## PARTNERS



**Erin Kan**, Senior Communications Manager, ANZ, participated in our Igniting Leadership Program through our partnership with ANZ.

“The program allowed me to reflect on and adapt my leadership style in different situations to get the best out of my team, my stakeholders and to influence key business decisions.”



**Front cover photo:** Meagan Tempest, Marketing Executive, Fairfax Media, participated in our Igniting Leadership Program through our partnership with The Age.

# From the Premier of Victoria



Victoria is a State full of opportunity, and we lead Australia in many fields. One of the most important things we can do as leaders today is develop and support our leaders of tomorrow.

In these times of rapid change, we need to encourage emerging leaders in our government, non-profit and business sectors who understand the complex issues that face us now and into the future. We need to foster leaders so that they have vision, influence, ethics and compassion.

Through its partnerships, social impact and leadership development programs, Leadership Victoria plays a vital role in Victoria's future. Leadership Victoria develops leaders who contribute to the community and who help to create thriving organisations for a thriving Victoria.

On behalf of the Victorian Government, I extend my congratulations to the graduates of Leadership Victoria's leadership programs, and to the alumni and LV-**Great**connections volunteers who have contributed to more than 150 community projects in 2012.

The Victorian Government is proud to work closely with Leadership Victoria to continue to support and develop *Leadership for the Future*.

A handwritten signature in blue ink, appearing to read 'Ted Baillieu'.

**Ted Baillieu MLA**  
Premier of Victoria

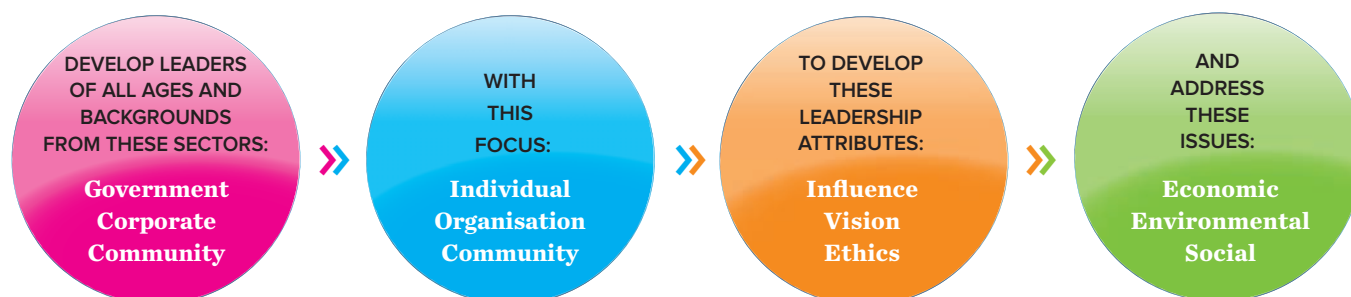
# Future Directions

## OUR MISSION:

Our Mission is to develop inspirational, influential, connected leaders for thriving organisations and positive social impact

## OUR VISION:

Our Vision is great leadership in every individual, organisation and community



## IN 2013:

**We will continue to grow and strengthen our leadership development activities which:**

- develop outstanding leaders in corporate, government and community organisations
- have a special focus on leadership programs for nonprofit Boards and governance
- build 'leadership character' throughout Victoria

**We will continue to increase our social impact through our extensive network of transformative professionals and skilled volunteers with:**

- continued strategic projects and community board placements to support community organisations and corporate social responsibility programs
- multi-year Strategic Leadership Projects to address social issues and further develop community leaders
- a best-practice multi-modal mentoring program

**Leadership Victoria works collaboratively. We will continue to work with others across the government, corporate and community sectors for a bright future for Victoria.**

# From Our Chair



Leadership Victoria, our partners, alumni and supporters, can be proud of our collective achievements in 2012.

We commenced the year by welcoming our new Executive Director, Richard Dent. We have welcomed **Greatconnections** as part of our social impact program. We have also welcomed Lynne Landy, **Greatconnections'** founder, to our Council; and State Trustees as a new and valued partner.

We have strengthened our engagement with our Alumni and other volunteers; and established the LV Foundation to help support our community projects and causes. We have strengthened our staff team and infrastructure, and have revisited our strategic directions.

All this while delivering our suite of acclaimed leadership development programs to over 450 emerging community leaders, holding leadership and networking events attended by over 800 people, and assisting almost 100 community organisations in more than 150 projects.

But it is not the volume of activity or the busy pace that counts. Success lies in the difference we are making in the community by developing leaders who are committed to making a contribution in their organisations and in the community.

The important work of Leadership Victoria would not be possible without the vital support of our government, corporate and philanthropic partners. I thank them most sincerely for their invaluable support; Leadership Victoria looks forward to continuing to work together to achieve our shared vision and mission.

I would also like to thank the many people who have given their time voluntarily as speakers at our programs and events, as members of selection panels, or in an advisory capacity.

As with our partners, without this support, we would not be able to do what we do.

We have welcomed a number of new staff this year, and to all those who have been part of our team in 2012, thank you for your hard work and unwavering commitment to our mission.

Finally, as I announce my retirement from the Council of Leadership Victoria, I would like to thank my fellow Council members for their support and contribution, not only in 2012, but over the past eight years.

Leadership Victoria is all about ensuring exceptional leadership to strengthen our community. As I step down as Chair and reflect on the achievements and strength of Council, staff, alumni, our partners and supporters, I am confident that Leadership Victoria is well placed to continue its vital role in developing *Leadership for the Future*.

A handwritten signature in blue ink, appearing to be 'Garry Ringwood'. The signature is fluid and stylized, with a large initial 'G'.

**Garry Ringwood**

Chair, Leadership Victoria Council

# Developing Leaders for the Future: Igniting Leadership Program

Over 115 new and emerging leaders across the government, corporate and non-profit sectors, have accelerated their leadership journey through the Igniting Leadership Program in 2012.

When Meagan was selected to attend the program, she was excited by the opportunity. She had heard “wonderful things” through colleagues who had attended in previous years, but she hadn’t expected to be taken out of her comfort zone.

Says Meagan, “I thought I was a pretty confident person, but there were some exercises that really challenged me! The program gave me the opportunity to really reflect about the type of leader I am, both in the workplace and in my personal life. It’s changed my attitude about leadership and made me believe that I’ve got what it takes to be a successful leader.”

**Leadership Victoria helps young leaders look inside themselves and discover what kind of leader they are, and what kind of leader they want to become – *Meagan***



*“ My job requires me to build and maintain positive working relationships with a range of internal and external stakeholders, so being able to effectively lead and influence people is critical. ”*

Igniting Leadership Program graduate: **Meagan Tempest**  
Marketing Executive, Fairfax Media

Igniting Leadership Program graduate: **Nicholas Butcher** Systemic  
Issues Specialist,  
Energy and Water Ombudsman (Victoria)

*“ I feel really inspired to challenge myself. It has sparked a desire to do things differently in life, both inside and outside of the workplace. ”*

Rather than one particular highlight from the program, Nick says, “It was the collective experiences which created a lasting impression. It was a combination of the facilitators, guest speakers and participants that really made the experience!”

For Nick, the important message was to “keep challenging yourself and break out of your comfort zone whenever possible!”



# Community Leadership in Action

## Greatconnections

Frank's volunteer role with the Mission to Seafarers in Victoria gives him a sense of contributing to his local community by conserving part of our heritage. This project, supported by Leadership Victoria's **Greatconnections**, is to restore and develop the historic Mission to Seafarers building complex located on the North Wharf at Docklands.

As well as raising \$6m, the plan is to complete the project by 2017, their centenary year.

Andrea Fleming, the CEO of the Mission to Seafarers, says the strong skills and expertise from the **Greatconnections** volunteers have contributed to the planning and roll out of the project, and have been a great resource to both Andrea and the organisation. "Our organisation simply does not have the financial resources to attract skilled staff with expertise in project areas outside of seafarers' welfare. The **Greatconnections** volunteer program has supported a community sector initiative to preserve a significant maritime heritage site in the City of Melbourne."

And for Frank, it gives him the opportunity to work with a close-knit and committed group on a really worthwhile project.

**It's a terrific opportunity to directly support our community by getting closely involved with a project that draws on your valuable skills and experience gained from a lifetime of paid employment – *Frank***







“ How else do you find opportunities to contribute to the community using your professional skills and experience? ”

**Frank Eastaughffe**, Member of the Business Development Committee, **Andrea Fleming**, Chief Executive Officer, **Nigel Porteous**, Vice Chairman, The Mission to Seafarers Victoria with **Maureen Breen**, **Greatconnections** volunteer.

“ What a great way to give back, hone and use your skills and leadership for a community organisation. You are re-energised and enthused and delighted when you establish good relationships and can measure the difference your input made. ”

**Tahlia Azaria**, General Manager, SYN Media with **Mary Preen**, **Greatconnections** volunteer

Mary Preen has been a **Greatconnections** volunteer mentor to Tahlia, General Manager at SYN Media, for about 6 months. For Tahlia, Mary has brought business planning skills and a new perspective on the organisation. Mary is a “wealth of knowledge” and has helped Tahlia to develop a clear direction for SYN’s new production venture.

Tahlia says, “It’s really important to have skilled volunteers in your network because inevitably problems arise and the solution is not always obvious. Skilled volunteers bridge this gap by bringing knowledge that a manager or organisation might not already have.”



# Developing Community Leadership: Board Leadership Program

A goal of the Indigenous Leadership Network of Victoria is to have greater Indigenous representation in decision-making positions in Victoria. Through ILNV, Davis has worked with Leadership Victoria to enable more Aboriginal and Torres Strait Islanders to undertake our Board Leadership Program. Davis, who has recently joined the board of CERES, says the program prepares participants for the responsibility and associated risks of being a member of a board.

“It’s an opportunity to hear experts with years of experience share their insights. The program will probably save you from having to learn important lessons the hard way.”

Our 2012 Board Leadership Program attracted over 100 people enthusiastic about contributing to community through a non-profit board role.

**Leadership Victoria understands that good governance is the best enabler of good outcomes for community organisations. As Davis says, we develop good governance by “harnessing the wisdom of current leaders in a way that is clear and accessible, providing a unique and invaluable context for leaders to network across sectors and work together to achieve mutually beneficial social goals.”**



“ Having experienced leaders share their insights with a newcomer to board leadership space like me, will set me on the right trajectory to make the right decisions and build the right kinds of habits to be an effective and clear-sighted board member. ”

Board Leadership Program participant **Davis Stone-Resneck**, Communications & Programs Manager, Indigenous Leadership Network Victoria

“ The course helped ‘de-mystify’ what Boards were for me and confirmed the areas that I could contribute to Boards. ”

Deb says that the Board Leadership Program is “a great course for those who are not currently on a Board who are looking to expand their Board presence. It offers simple guidance on the expectations and opportunities.”

She enjoyed learning from the real life stories of successful people who are already on Boards, understanding the legal and financial responsibilities of board members, as well as the need to balance the importance of the “facts and figures” with the dynamics of board member personalities and styles.

For Deb, another of the key highlights was, “The relationships I have built with the program participants!”

**Deb Hammond**, Senior Manager, Claims Business Improvement, Transport Accident Commission, speaks with Board Leadership Program facilitator, **Mark Heintz**



# Community Leadership in Action

## Skills Bank

Sandy Guest is a volunteer coordinator in our Skills Bank mentoring program with vicsport to develop women in the sporting sector. Our Professional Development and Mentoring Program (PDMP), provides valuable training and development for women in the sport and active recreation sector striving to be the Senior Managers, CEOs and Board Directors of the future. Presented by key professionals within and external to the sector, the program matched the 11 participants with a volunteer mentor from Leadership Victoria to assist them with their career development.

Sandy has found the program personally motivating, knowing that through volunteering, she can use her time and skills to make a difference while at the same time meeting incredibly interesting people and organisations and continuing to grow and develop personally.

Sandy says it has given her insights into the factors that contribute to effective leadership and career development and the challenges faced by women in organisations that run on tight budgets. Through the mentoring program, these women will be enabled to make a major difference in sporting organisations as well as other not-for-profit organisations. “Our society needs more and more women who have the skills and motivation to be leaders in their chosen fields. This program is very supportive of their development.”

**The value of having mentors from outside the sport and active recreation sector is fantastic. The mentors have been key to the success of the program - they are a warm and generous group of people who have been invaluable to our participants - *Kristen***



*“ The growth and development of all the women in the program has been a highlight, they are a group of strong, driven and talented women who really bought into the program and got as much as they could out of it, which was a testament to the mentors and the relationships that were developed. ”*

**Kristen Beams**, Women in Sport Project Officer, vicsport; with **Sunita Varlamos**, Manager Social Impact, and **Sandy Guest**, Skills Bank Coordinator, Leadership Victoria

*“ It was time to put experience and skills to practice by giving back to the community. And what better way to do this than to work with a cultural organisation that aims for inclusion, leadership and learning? ” - Lorraine Rodrigues, Mentor*

Lorraine and Genet have been involved in the mentoring program provided by Leadership Victoria as part of the African Leadership Development Program. Lorraine mentored “an inspirational young woman who immigrated from Ethiopia, faced enormous challenges in her life and has worked hard to find her place in her new home. I have learnt alongside with Genet over the last 4 months of our journey on this program.”

Mentors and mentees at the African Leadership Program graduation

25 Leadership Victoria’s Skills Bank and **Great**connections volunteers have mentored the 2012 graduates of the African Leadership Program. Lorraine says that mentoring has provided the opportunity to think creatively when working with the uniqueness of an individual’s strengths, skills and talents.



# Driving Change: The Williamson Community Leadership Program

Sharing the insights and perspectives of our current leaders throughout the year has encouraged the participants of the 2012 Williamson Community Leadership Program to influence and lead change within our community.

Focussing on leadership through the lens of vision, influence and ethics, the program provided the opportunity for these up and coming leaders to initiate change within community projects. For Andrew, Nigel, Sam, Tahlia and Georgie this involved collaborating with key community stakeholders and management at the Abbotsford Convent to develop a Shared Vision Framework. The framework outlines the Convent's stakeholder communication, engagement and consultation strategy to develop a genuine shared vision about the future sustainable operation and utilisation of land in and around the Convent.

For Maggie Maguire, CEO of the Abbotsford Convent, the Williamson project group not only helped to spread the workload, they also offered new thinking and diversity of expertise.

This practical experience in community consultation and communication gave the Williamson team the opportunity to exhibit their brand of inspired community leadership.

**Leadership Victoria provides the platform for individuals to be exposed to a broad range of professionals from a diverse cross section of the community at large. No one person has all the answers. By constantly developing your leadership by exposure to experiences and individuals you can make a difference to yourself, your community, your business - *Sonja***



*“The Williamson program provides a blend of community and corporate leadership experiences, creating opportunities to learn about the art of leadership from iconic leaders in our community.”*

Members of the WCLP project group: **Andrew Iles, Samuel Redmond**, with **Maggie Maguire**, CEO, (WCLP'97) and **Darren Griffin** from the Abbotsford Convent, **Nigel Howard** and **Georgie Wettenhall**

*“Williamson is like a beautiful red wine - You enjoy it in the moment but if you let it breathe and sit with you for a while, it offers you many different levels of enjoyment and complexity.”*

**Sonja Gibson**, Executive Director, Investment, Trade and Industry Development, Department of Business and Innovation, participated in the 2012 Williamson Community Leadership Program

Sonja's 2012 "Williamson" year was a challenging one both personally and professionally, but the support from the group helped her work through those challenges and obtain clarity about "what next".

For Sonja, the program introduced her to a network of "simply too many inspirational, creative individuals to highlight just one. They are all unique and diverse and leaders in their own right."

Sonja says she particularly valued the opportunity to share the experience of the program with the 2012 group, who are continuing to collaborate on projects and share ideas.

Sonja's advice to future leaders? Be authentic and think big - what you think, you become!



**WE ARE PROUD TO PRESENT THE 2012 PARTICIPANTS OF  
THE WILLIAMSON COMMUNITY LEADERSHIP PROGRAM:**



**ANDREA BANFIELD**

National Customer Advocacy Manager  
Medibank Private Limited

Andrea is the National Customer Advocacy Manager at Medibank Private, a government owned private health insurance provider. She is responsible for the development and implementation of the Customer Satisfaction, Defection and Advocacy Surveys. Andrea is passionate about improving the customer experience with Medibank and ensuring that members get value from their health insurance. She was also instrumental in the development of Medibank's new 24/7 Health Advice Line.

Prior to joining Medibank, Andrea was employed in various roles in retail and hospitality with Woolworths and Yum! Restaurants International.



**STUART BATEMAN**

Deputy Director Future Manufacturing Flagship  
CSIRO

Stuart is the Deputy Director of CSIRO's Future Manufacturing Flagship where he has a focus on portfolio management and strategic science investment. He was awarded a CSIRO Medal for Business Excellence in 2009 and last year a Research Excellence Medal for the development of advanced coating technologies which are now deployed widely in the aviation industry.

Stuart has contributed to CSIRO's strategy on 'Research for Development' which has the goal of improving the wellbeing of people in less developed countries. He is active in his local community as a school council member.



**JACQUELINE BOYLE**

Head Indigenous Women's Health  
School of Public Health and Preventive  
Medicine, Monash University

Jacqui is an Obstetrician/Gynaecologist who provides clinical services in Melbourne and in remote communities in Arnhem Land, Northern Territory. She is a public health researcher in women's health with Monash University and is committed to community capacity building and the improvement of health services and health outcomes for women who experience disadvantage, particularly Aboriginal and Torres Strait Islander women. She is a member of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists' Indigenous Women's Health Committee and a Director on the board of the RANZCOG Research Foundation.



**JAMES BROWN**

Head of Senior School  
Carey Baptist Grammar School

James is Head of the Senior School at Carey Baptist Grammar School, a co-educational Independent School. He is responsible for overseeing the academic and wellbeing programs for over 800 students from Years 10 – 12 and is passionate about developing students' capacity for future community leadership. He is also currently the State Reviewer in Australian Politics for the Victorian Curriculum and Assessment Authority.

Prior to joining Carey, James was employed in various roles at Wesley College and Xavier College.

In the community, James is an active member of the Kew Football Club and the Point Lonsdale Surf Life Saving Club.



**LAURA CHISHOLM**

Chisholm & Harper  
Director

After recognising that businesses need help to harness emerging technologies, Laura founded Chisholm & Harper in 2008 to help clients navigate the ever-changing technology landscape to create truly modern businesses.

A 'Deloitte Businesswoman of the Year', Laura was previously a Director of Deloitte's technology group, Eclipse, where she led the consulting team; an early member of UK start-up lastminute.com; and Business Development Manager of a European online advertising network. A constant figure in Australia's technology and marketing communities, Laura lectures for Monash University's Masters of Marketing and ADMA's Certificate in Digital Marketing; contributes to various industry publications; and regularly speaks at forums and events.



**ANTHONY COOPS**

Partner  
KPMG

Anthony is a Partner at KPMG with broad experience across capital markets, mergers and acquisitions and fraud. He has worked in Audit for 5 years, Transactions Services/Due Diligence for 12 years and more recently leading the Forensics team in Melbourne.

Anthony's colleagues describe him as passionate, intelligent, relationship focused and reliable. His friends most appreciate his humour, sincerity, dependability and honesty. Anthony describes himself as slightly tubby, encouraging and a lover of life.





**BRUCE CROSSETT**

Senior Manager, Recovery Division  
Transport Accident Commission

Bruce has over 25 years' experience in the personal injuries insurance industry in claims management, dispute resolution and legal claims management.

For three years Bruce has been the Senior Manager, Recovery Division, at TAC which focuses on supporting 35,000 injured Victorians back to work and health following transport accidents.

Bruce has extensive experience in leading transformational change programs within a personal injuries environment and has been involved in leading Victorian industry reforms such as the introduction of pre-litigation Dispute Resolution Protocols agreed between legal stakeholders and the government.

Bruce holds a Masters of Business Leadership with distinction from RMIT University in Melbourne.



**RACHEL CUBELA**

Director, Corporate Legal Services  
WorkSafe Victoria

Rachel is a senior lawyer with a Bachelor of Arts/Laws from Monash University and extensive experience in litigation, administrative and personal injuries law since being admitted to practice in 1996.

Since 2007 Rachel has managed WorkSafe's Corporate Legal Services team responsible for legislative, regulatory, commercial and privacy advice and training to WorkSafe employees, and Freedom of Information Act requests.

Experienced in liaising and networking with government, industry and representative associations, Rachel is recognised as an influential leader with strong negotiation, communication and problem solving skills, who provides practical and strategic guidance on a range of legal, policy and stakeholder issues.



**KRISTIAN DAUNCEY**

Business Manager  
Marillac

Kristian is a member of the executive team at Marillac. For the past decade, Kristian has been using his professional financial and commercial law skills to bring about change within the sector by reducing barriers and promoting independence for persons with a disability. Kristian's passion is for community inclusion of all Australians.

Prior to working in the disability sector, Kristian held senior positions as a Certified Practising Accountant both in public practice and in commerce.

Kristian holds a Bachelor of Commerce, Master of Business Administration and Master of Commercial Law with an interest in strategy, corporate governance and risk management.



**MARK FULLER**

Print Editor, The Age (Weekday Editions)  
Fairfax Media

Mark has been a journalist at The Age and The Sunday Age for the past 22 years. A member of the Editorial Leadership Team, Mark was recently appointed Print Editor of the Monday-to-Friday editions of The Age and will lead the paper's historic transition from broadsheet to compact format in early 2013. Mark, most recently the State News Editor, has previously served as Sports Editor of The Age and The Sunday Age, Chief Cricket Writer and Senior Sports Writer.

Mark is married to Jacinta, a clinical psychologist, and they have daughters Clementine (10) and Willow (7).



**SONJA GIBSON**

Executive Director International Investment  
Invest Victoria, Department of Business and Innovation

Sonja has a strong background in international business development and extensive experience in managing client relationships across the public and private sector. During the last ten years Sonja's career has focused on securing foreign direct investment, working with large multinational corporations nationally and internationally.

Sonja joined the Victorian Government in 2006 having moved to Victoria from Scotland. It is her great privilege to lead a team within Invest Victoria, the Victorian Government's investment promotion agency with responsibility for promoting Victoria as an investment destination and attracting foreign direct investment to Victoria.



**PETER HAASZ**

Business Development Executive  
OverDrive

Peter is an entrepreneur who loves working with people to bring great ideas to life.

Presently a Business Development Executive with OverDrive, a global digital media distributor, Peter is responsible for growing the organisation's business throughout Asia Pacific.

Peter's professional experience has been with technology and media companies – from start-ups to global behemoths – and his academic achievements have spanned business, political science, computer science and law.

Into the future, Peter plans to better engage with the communities around him, to lead positive social change, to laugh a lot, and to learn something new every day.



**ADAM HORSBURGH**

Chief Operating Officer, Monash Sector Southern Health

Adam is responsible for the Operations of the Monash Medical Centre Clayton, Moorabbin Hospital, Ambulatory and Community-based Services and a number of the Medical Programs across Southern Health. In addition to this, Adam holds the Executive Portfolio of Strategy and Planning; and is the Executive Director for Jessie McPherson Private Hospital.

Adam's background is in operational health service management within Australia and the UK National Health Service. Adam has also worked for the Victorian Department of Premier and Cabinet and for Price Waterhouse Coopers.

Adam's interests lie in improving the quality, efficiency and accessibility of services.



**NIGEL HOWARD**

Inspector  
Victoria Police

Nigel is the Officer in Charge of the Operations Response Unit which includes the Public Order Response Team. He has extensive investigative and general duties policing experience including 5 years with the Homicide Squad.

Nigel is passionate about community engagement and has held many honorary positions in the community. He is currently the coordinator of the Victoria Police Kokoda Program bringing together disengaged youth, police and the business community of North West Melbourne to walk Kokoda Track each year, along the way learning a little bit about our war history and building lasting relationships.



**BRENDAN HOY**

Head of Relationship Sales, Corporate & Commercial Banking  
ANZ

Brendan is responsible for improving the sales outcomes for ANZ's Business Banking division, including providing sales support to sales leaders, supporting promotions and campaigns, and sales reporting for each level of Business Banking. Brendan is also responsible for managing the relationship with ANZ's product and marketing areas to help drive better outcomes for customers.

Brendan has worked for ANZ for five years in product management and pricing roles, and has been in his current role since 2008.

Previously, Brendan held various roles within education, HR and sales. He has qualifications in education and training and recently completed a Masters in Accounting at Monash University.



**ANDREW ILES**

Director  
CBRE

Andrew is a Director within CBRE's Structured Transactions & Advisory Services division. Andrew is responsible for assisting the government and private sector in developing and managing large complex urban renewal projects and commercial advisory.

Prior to joining CBRE, Andrew worked as a Portfolio Director for Places Victoria (formerly VicUrban) and Project Lead on the RNA Showgrounds redevelopment project in Brisbane.

Andrew's passions include the development of commercially replicable sustainable precinct infrastructure and integrated mixed tenure housing.



**BRONWYN KING**

Radiation Oncologist  
Peter MacCallum Cancer Centre

Bronwyn is a specialist radiation oncologist – passionate about improving cancer outcomes through multi-disciplinary clinical practice, collaborative research and education of the next generation of medical specialists.

She is an advocate for public health, especially in the fight against the influence of 'big tobacco'. Her campaign regarding superannuation investment options has already resulted in hundreds of millions of dollars being withdrawn from investment in the tobacco industry.

Bronwyn is actively involved with many community organisations including Big Brother Big Sister and the Australia Day Ambassador Program. She also has a long association with Australian Swimming as both a swimmer and team doctor.



**EMMA KING**

Chief Executive Officer  
Kindergarten Parents Victoria

Emma is the CEO of Kindergarten Parents Victoria, the Victorian peak organisation representing the voice of parents and providers of early learning services. She is passionate about the potential for high quality early childhood education to improve the life outcomes of all children.

Emma holds a Master's degree in Industrial and Employee Relations, a Graduate Diploma of Education and a Bachelor's degree in Arts. Emma is also an accredited mediator.

Her experience includes working within government and the not for profit sector in roles such as a Senior Ministerial Adviser, in industrial and employee relations and as a teacher.



**DEBBIE KIPER**

Senior Manager, Cultural Agencies  
Arts Victoria

Debbie started her professional life as a commercial lawyer before moving into human rights law and policy. A “dog-leg” into film making led to film, television and ICT policy work.

Deb now works in the broader arts portfolio as Arts Victoria’s stakeholder manager for the State’s seven largest cultural institutions (Museum Victoria, National Gallery Victoria, State Library, Arts Centre Melbourne, ACMI, Melbourne Recital Centre and Geelong Performing Arts Centre).

As such, she is lucky to work with diverse organisations across a broad range of activities including strategic development, financial reporting, marketing plans, funding bids, major events and programming choices.



**VANYA KUMAR**

Director, Commercial Roads  
VicRoads

Using her negotiation, strategy and leadership skills, Vanya manages the commercial and legal aspects of complex and large infrastructure projects and transactions. To her endeavours, she brings the experience of working both in Australia and overseas in a range of private and public organisations.

Vanya also has a deep interest in community and social issues and has worked with The World Bank and the Peter MacCallum Cancer Centre.

In all that she does, Vanya has always accepted Aristotle’s maxim, “[w]e are what we repeatedly do. Excellence then, is not an act, but a habit.”



**SUZAN MCDANIEL**

Vice President, Group Talent  
BHP Billiton

Suzan, Vice President, Talent at BHP Billiton, works with senior leaders on: the selection, succession management and development of leaders and building a robust pipeline of future talent; developing core people processes such as selection, succession management, performance management and team effectiveness processes; leading graduate branding and recruiting; and providing governance for workforce diversity and inclusion.

Prior to joining BHP Billiton, Suzan was Vice President, Global Talent Management for Hewlett-Packard based in the US; Vice President, Global Talent Management for Bristol Myers Squibb and has worked for Ford Motor Company and Hogan Assessment Systems. Suzan holds a Ph.D. in Industrial/Organizational Psychology.



**LAURA MCKENZIE**

Investment Manager  
Starfish Ventures

Laura is an investment manager at Starfish, Australia’s largest venture capital fund, and manages \$400m. Starfish partner with talented entrepreneurs to build successful innovative global technology companies. Prior to Starfish, Laura worked in social venture capital as Investment Director with Opportunity, a microfinance organisation in East Africa, India and the Philippines.

Preceding this, Laura spent 7 years at PwC in London and Melbourne. Laura holds an MA (Natural Sciences and Management Studies) from Cambridge University and an MSc (Development Finance) from the University of London. Laura is an Ambassador for Opportunity, and is organising the 2013 Nexus Australia youth summit.



**JAMES MELDRUM**

Founder  
Whole Kids (Nourish Foods)

In 2005, James and his wife Monica established Whole Kids which has grown into Australia’s leading, award-winning brand of organic food for kids.

Before Whole Kids, James spent over 15 years in marketing, business strategy, brand strategy and market research. He was previously a Board Member of Environment Victoria and the Yarra Arts Advisory Council, and holds an MBA and degree in urban planning.

James has also founded a not-for-profit organisation called One Percent dedicated to funding projects to improve children’s health and wellbeing.

James is passionate about sustainability, social entrepreneurship, ethical branding and marketing, and social equity.



**LINDA MELLORS**

Executive Director, Mercy Public Hospitals Inc  
Mercy Health

Linda has worked in the Victorian public health system for more than ten years, holding executive roles for the last eight years. Key responsibilities have included health service operational management, strategic planning, business development, stakeholder engagement, research governance, clinical governance and corporate governance.

She is also a member of the Advisory Board of the Parent Infant Research Institute and president of a community-based kindergarten.

Linda holds a PhD in cardiac physiology as well as qualifications in science, arts, corporate governance and health service management.

She and her husband are also happily raising their three young children.



**MICHAEL O'NEIL**

Manager – Operations Transformation  
Superpartners

Michael has been employed for the past 11 years by Superpartners, one of Australia's leading superannuation administration providers, partnering with Industry Super Funds. Over that period he has held various Operations Management roles and most recently as Fund Relationship Manager (HOSTPLUS). He has recently moved into the role of Manager - Operations Transformation, which coincides with a major systems replacement project. Michael is a member of the company Sustainability Committee.

Outside of work, Michael has had a 20-year involvement in football at state and local levels, both playing and coaching.



**STUART PUTLAND**

Manager, Analysis and Strategy  
Victorian Department of Primary Industries

Stuart's 20 years of experience in Victorian agriculture comes from a mixture of government and private sector roles across strategy, marketing, natural resource management, education and training and industry development.

Community involvement is an important part of Stuart's life with him taking on roles in local sport and school administration.

Family life in a regional town like Mildura has also made Stuart a passionate advocate for the continued development of regional economies and communities.



**SAMUEL REDMOND**

Senior Consultant  
Business Development Manager  
GerrardBown

Samuel Redmond is a Senior Consultant at GerrardBown, a strategy, policy and management consultancy with practice areas in sustainability, health, indigenous affairs and the built environment. Samuel combines his skills as a technology expert, adept communicator and social entrepreneur to deliver insightful projects for clients.

Samuel is on the board of the People and Parks Foundation as well as a founder and director of Engineers Without Borders Australia, a not-for-profit with 10 years experience creating systemic change through humanitarian engineering.

As a committed social innovator, Samuel is passionate about shaping positive, lasting change that delivers sustainable prosperity and social justice.



**CRAIG RICHARDS**

CEO  
Bicycle Network

Craig is one of an amazing team of people who are striving to make the world better. Exercise is a key ingredient to a long, happy life. So Bicycle Network gets people riding bikes.

His role is to provide direction, get the best out of the team and make sure everyone is on track. In October he became CEO. Craig says the title means nothing unless he inspires people to do things they didn't think they could.

Craig sums up how he feels about his job with this quote: 'To love what you do and feel that it matters, how can anything else be more fun?'



**GABRIELLE SHEEHAN**

Retail Marketing Manager  
Bupa Australia

Gabrielle is a Marketing and Communications strategy specialist with a diverse range of experience gained working in Media, Advertising, and Marketing roles over the past 18 years.

Gabrielle is currently a senior marketing manager within Bupa Australia. She leads the Retail Marketing Team, responsible for many of the major marketing campaigns designed to attract more members to Bupa, including the recent Bupa brand launch throughout 2012.

Actively involved in the community already, Gabrielle volunteers within a number of NFP organisations including One In Five (supporting mental health through research) and more recently the Blue Ribbon Foundation.



**CHARLOTTE SMITH**

Deputy Head Humanities  
Museum Victoria

Charlotte is Deputy Head Humanities at Museum Victoria, with curatorial responsibility for the Politics & Society Collection. She is responsible for developing the Humanities' department exhibitions and public programs strategy across the museum's campuses. Charlotte's practice is informed by the belief that museums play a vital role in developing and maintaining a sustainable society, and that through education museums can effect cultural and social change.

Charlotte is an active member of the museum and heritage community and is involved in a number of boards and committees, including the National Trust of Australia (Victoria).



**FELICITY STEWART**

Principal Legal Policy Officer  
Sentencing Advisory Council

With over fifteen years' experience in criminal law and sentencing, Felicity Stewart is the Principal Legal Policy Officer at the Sentencing Advisory Council. Prior to commencing with the Council in 2005, she held a number of roles including: the Legal Assistant to the Lord President of the Court of Session and Lord Justice General of Scotland, as an advocate at Victoria Legal Aid, and as the Associate to the Honourable Justice Teague in the Victorian Supreme Court. Felicity is a passionate advocate for social justice, an avid traveller and photographer, and an active member of her local community.



**MARK STRACEY**

Director, Aboriginal Health  
Department of Health

As Director, Aboriginal Health, within the Victorian Department of Health, Mark brings his high integrity, energetic leadership toward seeking to close the health gap between Aboriginal and non Aboriginal Victorians. Mark has proven ability to lead and communicate a vision and then work with key stakeholders to deliver sustainable and effective outcomes for all.

Mark's considerable experience working across government, political and the community sector, specifically in the fields of health and affordable housing has provided him a unique opportunity to look at issues with a variety of lenses, and consider a spectrum of responses and approaches.



**CRAIG WALSH**

General Manager Security Services  
Crown Melbourne

Reporting to Crown Melbourne's CEO, Craig leads a large team of security professionals responsible for all facets of security and investigations within the Crown Casino complex. Craig is passionate about leadership and people development and has over 27 years' experience in critical roles within the law enforcement, elite sport and security fields.

He was awarded a Churchill Fellowship in 2002 to study police tactical group selection procedures and critical incident management throughout Europe and Northern America and holds a number of tertiary qualifications in Education and Public Administration.



**GEORGIE WETTENHALL**

Director  
DesignFlow

Georgie is a founding director of DesignFlow, an environmental consultancy specialising in sustainable urban water management.

Georgie enjoys the challenge of developing technically sound water management solutions that complement urban spaces. Her experience includes the successful design and delivery of many stormwater treatment schemes and developing water sensitive urban design (WSUD) strategies for urban developments, industry and for the public domain.

Georgie is grateful for her long history with the Woolamai Beach Surf Life Saving Club and youth mentoring. Volunteering has given her the skills and confidence needed for her "day job".



**TALIEH WILLIAMS**

Head of Governance and Sustainable  
Investment  
UniSuper

Talieh is a lawyer by training and initially worked in private legal practice, specialising in environmental law. Talieh has experience working across the law, the oil industry, sustainability consulting and since January 2008, within the institutional investment sector at UniSuper.

Talieh holds a Bachelor of Laws (Honours), a Bachelor of Planning and Design (Environmental Planning), a Master of Social Science (International Development) and is a graduate of Harvard Business School's Corporate Social Responsibility Executive Education course. Outside of work Talieh is passionate about all things culinary, interior design and running.



**ANDREW WILSON-ANNAN**

GM Strategy & Risk  
Rural Finance Corporation

With a passion for regional Australia, Andrew is a GM at Rural Finance, seeking to identify risks and opportunities to drive the future direction of the organisation and enable farmers to build vibrant businesses.

Andrew has more than 20 years' professional experience in analytics, policy & business development, credit risk and strategic planning, working across a wide range of sectors including banking, retail, education, agriculture in commercial and public environments.

Andrew is an active member of his local Woodend community, as a fire-fighter at the CFA and leading a strategic community conversation to determine how Woodend can remain a Great Place.

# 2012 Program Graduates

## 2012 IGNITING LEADERSHIP PROGRAM

Our 2012 Igniting Leadership Program graduates include:

### JOEL BACKWELL

Senior Policy Advisor,  
Department of Premier &  
Cabinet

### LISA BARLOW

Accountant,  
Cobaw Community Health  
Service

### MISCHA BARR

NDIS Secretariat,  
Department of Premier &  
Cabinet

### SANDRA BELL

Manager,  
Acute Inpatient Program,  
Department of Health

### NICOLE BLACK

Manager HR Services, CFA

### JANE BLURTON

Senior Policy Officer,  
Department of Premier &  
Cabinet

### RENEE BOWKER

Chief Executive Officer,  
Telco Together Foundation

### NICOLE BRASHER

Raceday Control Manager,  
Tabcorp Holdings Ltd

### DAISY BROOKE

National Participation Manager,  
Yachting Australia

### ADAM BROWN

Station Officer,  
Metropolitan Fire & Emergency  
Services Board (MFESB)

### DAVID BURNS

Senior Policy Officer,  
Department of Premier &  
Cabinet

### NICHOLAS BUTCHER

Systemic Issues Specialist,  
Energy & Water Ombudsman  
(Vic)

### SUSAN BYRNE

Administration Officer –  
Training, Australasian College  
for Emergency Medicine  
(ACEM)

### NARELLE CAELLI

Performance Planning &  
Strategic Advisor, Department  
of Justice

### ALISON CAMPBELL

SP AusNet

### TAMARA CHALMERS

Events Manager,  
WorkSafe Victoria

### CHRIS CHEUNG

Senior Finance Manager  
Operations, Tabcorp

### SACHA CONNOR

BPIP Team Leader, UniSuper

### ROSS CONNOR

Principal Strategy Analyst,  
WorkSafe Victoria

### GRAEME DAVIE

Manager,  
Architecture Services, UniSuper

### REBECCA DOUGLASS

Senior Communication Advisor,  
WorkSafe Victoria

### ALISON DUCKWORTH

Claims and Complaints  
Manager, UniSuper

### MICHAEL DUNN

Senior Policy Adviser,  
Department of Premier &  
Cabinet

### DANIEL DURIK

Manager, Client Services,  
Hanover Welfare Services

### STEPHANIE ELSDON

Senior Lump Sum Coordinator,  
Transport Accident Commission

### DAMIAN FACCILOLO

Program Manager,  
International Agency for the  
Prevention of Blindness

### MARCIA FERGUSON

Artistic Director,  
Big West Festival

### NICOLA FERNANDES

Manager, Operating Suite,  
Cabrini Health

### CLINTON FISHER

Development Manager,  
Places Victoria

### MATTHEW GARDINER

Policy Officer - Standards &  
Education, Public Record Office  
Victoria

### ANA GESKOVSKA

Manager Member  
Communications, UniSuper

### SHANE GILLARD

Group Leader, Worksafe Victoria

### KIRSTEN HALL

Senior Policy Officer,  
Department of Premier &  
Cabinet

“Leadership development is important to me because it develops confidence in, and knowledge of, yourself. It gives you models and ideas, and challenges you not to accept the status quo, but to play your part to make any situation better.”

Susanna Young, Senior Advisor,  
Industry and Business, EPA Victoria



**JAMES HARMAN**

Investment Manager,  
HESTA Super Fund

**ROCHELLE JONES**

Senior Consultant,  
Victoria Police

**ERIN KAN**

Communications Manager, ANZ

**JENNY KISLER**

Senior Safety Analyst,  
WorkSafe Victoria

**JORDAN LEWIS**

Environment Manager,  
Odece

**TIFFANY LOFT**

Marketing Coordinator,  
Strategic Marketing &  
Communications, Arts Victoria,  
Department of Premier &  
Cabinet

**MICHAEL LOVE**

Director, Love Real Estate

**ANNE MALLIA**

Program Manager,  
Kalparrin ECIS

**BOYD MAPLESTONE**

CEO, Central Ranges Local  
Learning & Employment  
Network

**GITTI MARTIN**

People & Development Partner,  
UniSuper

**STUART MATHESON**

Survey Systems Manager,  
Insync Surveys

**CHANTAL MCNALLY**

Director of Anaesthetics,  
Cabrini Health

**LISA MORRISON**

Senior Project Officer,  
Victorian Responsible Gambling  
Foundation

**EMMA MULHOLLAND**

Marketing Manager,  
WorkHealth, WorkSafe Victoria

**MEAGAN MURPHY**

Senior Financial Analyst,  
Department of Justice

**KELLIE MURPHY**

Senior Project Manager,  
Transport Accident Commission

**REARN NORMAN**

Workforce Capability,  
Human Resources, ANZ

**JAYMIE NORRIS**

Manager, Carbon Science,  
Department of Sustainability  
and Environment

**RODNEY OLDHAM**

General Manager, Golden  
Messenger

**JAMES PLESTED**

Senior Policy Adviser,  
Department of Premier &  
Cabinet

**JACOB POTTS**

Team Leader, UniSuper

**LOUISE REHE**

Manager,  
Inner East Community Health

**JAMES REID**

Senior Flemington Event  
Operations Manager, Victorian  
Racing Club

**VICTORIA REYNOLDS**

Conciliation Team Manager,  
Energy and Water Ombudsman

**BRENT RUTHVEN**

Team Leader, UniSuper

**NATALLIE RUUSKA**

Marketing Manager,  
DuluxGroup

**ERIN RYAN**

OD Consultant,  
WorkSafe Victoria

**PENELOPE SCANLAN**

Team Leader,  
Hotham Mission Asylum Seekers  
Project

**GUY SIGLEY**

Communications Program  
Manager,  
WorkSafe Victoria

**MATTHEW SINKINSON**

Inspector, WorkSafe Victoria

**AMBER-LEIGH SMITH**

Regional Change Leader,  
Department of Justice

**THERESA SMITH**

Manager, Metro Delivery,  
Australia Post

**AMBER STUART**

General Manager,  
Big West Festival

**MEAGAN TEMPEST**

Marketing Executive,  
Fairfax Media

**LANCE TORRANCE**

Solution Delivery Manager,  
Administration Systems,  
UniSuper

**ROBERT VAN DUUREN**

Manager Residential Services  
South, DutchCare Ltd

**CLAUDIA VAZQUEZ**

Finance Manager,  
Australian Conservation  
Foundation

**MATTHEW WATSON**

Manager – Reporting,  
Tabcorp

**SHANNON WIGHT**

Manager, Southern Health

**EMILY YATES**

Legal Policy Officer,  
Department of Justice

**CARMEN YIU**

Senior Project Officer,  
Department of Health

**SUSANNA YOUNG**

Senior Advisor,  
Industry & Business, EPA  
Victoria

**ELECIA YOUREN**

Senior Review Officer,  
Transport Accident Commission

“ It will give you an angle on leadership you have never experienced before. It’s ‘planting the seed’ that leadership is a diverse realm, and by promoting that leaders do not have to fit a mould – by allowing people to be themselves - it catalyses diversity in the workplace. ”

**Morris Ruberto**, Learning & Development Manager with **Ana Geskovska**, Manager, Member Communications, **Brent Ruthven**, Team Leader, Member Services, **Gitti Martin**, People & Development Partner from UniSuper.



## 2012 BOARD LEADERSHIP PROGRAM

Our 2012 Board Leadership Program graduates include:

### PAM ANDERS

Director, WorkSafe Victoria

### SUSAN ANDERSON

Amber Bleechmore Project Officer,  
Sport & Recreation Victoria

### RAYMOND BLESSING

CEO, TaskForce

### MICHAEL BRAMWELL

Board Member,  
Palliative Care Victoria Inc

### MICHAEL BRIGGS

Manager, Market & Segment Strategy, AGL

### ANDREW BROWN

Director, ANZ

### DAVID BROWN

Chief Information Officer, Knowledge, Information and Technology Services, Department of Justice

### CHRISTINE CHALLIS

Regional Manager – South, MS Australia - ACT/NSW/VIC

### KERREN CLARK (BSC)

Director,  
Doutta Gala Community Health Service

### NADIA COPPE

Senior Manager Financial Management, TAC

### TINA COSTANZO

President (Volunteer), Prader-Willi Syndrome Association

### MARCUS FIELDING

Executive Director and Philanthropist,  
The Fielding Foundation

### TANYA FLETCHER

Legal Counsel,  
World Vision Australia

### HELEN FRANGOS

Director,  
University of Melbourne

### BELINDA HARRIES

Assistant Director – Federalism,  
Department of Premier and Cabinet

### LOUISA HUDSON

Special Counsel,  
Minter Ellison Lawyers

### SIMON INGLIS

Intelligence Analyst,  
Australian Taxation Office

### DRAGA JEVTIC

Talent Assessment Consultant,  
ReGen

### AMANDA KELLY

Future State Program Director,  
ANZ

### ALISON KELLY

National Program Manager - CCRSPI and PIARN, University of Melbourne

### PETER KENT

Managing Director,  
Porter Novelli

### SALLY KINRADE

Principal,  
Innervate Consulting Pty Ltd

### JOANNE KIRK

Director,  
Red Rocketship Foundation

### MAUREEN LYNCH

Director,  
Friendly Pharmacies (Vic) Ltd

### PAULLEEN MARKWORT

Senior Program and Policy Advisor,  
Department of Human Services

### GRAEME MARTIN

Manager, Spatial Vision

### LUKE MASON

Project Officer,  
Sport & Recreation Victoria

### GAYE MASON

Non-executive Director,  
Southern Metropolitan Cemeteries Trust

### HELEN MASTERS

Manager, Operations & Program Developments, Department of Education and Early Childhood Development

### TRACEY MAY

Executive General Manager,  
Victoria Racing Club

### CATHY MCADAM

Head of Paediatrics,  
Southern Health - Dandenong and Casey Hospitals

### MIKE MCCAOW

President,  
The Committee for Creswick

### RICHELE MCKENZIE

Director, Netball Victoria

### DI MISSION

Board Director,  
Doutta Galla Community Health Service

### JUDITH PETTITT

General Manager, VicRoads

### STEVE PRICE

Snr Manager Mortgage Products  
ANZ

### ANNE RAE

Liaison Principal,  
Department of Education and Early Childhood Development

### MICHELLE RAYNER

Director, Strategy, ANZ

### CHRISTINE ROBERTSON

Deputy Director TAFE Operations, RMIT University

### TRUDY RYALL

Member of Victorian Deaf Blind Advocacy,  
Melbourne City Mission

### PAUL SANTAMARIA

Executive Director, VECCI

### GEOFF SCHOMBURGK

Head of Consulting, Global Competence Hub, Ericsson

### HELEN STEEL

Principal,  
Helen Steel Consulting

### NENA STEWART

Chair,  
Friendly Pharmacies (Vic) Ltd

### DAVIS STONE-RESNECK

Communications & Programs Manager,  
Indigenous Leadership Network Victoria

### RICHENDA TOMLINSON

State Co-ordinator (Secretary),  
Victoria Blue Light State Council Inc.

### NATASHA TOOHEY

Director of Projects,  
Western Health

### KEVIN WHITING

Director,  
Friendly Pharmacies (Vic) Ltd

### DANIELLE WILLIAMS

Senior Policy Officer,  
Department of Health

### JANINE YOUNG

Ombudsman, Public Transport Ombudsman Ltd

### SUE TYMMS

Senior Project Officer,  
Sport and Recreation Victoria





*“ I enjoy being able to make a contribution with my involvement. It’s important for new board members to get some practical training. The Program will help them hit the ground running and enable them to make a contribution sooner. ”*

Specialist presenter at the Board Leadership Program, **Jeremy Blackshaw (WCLP '00)**, Partner, Minter Ellison Lawyers

**Christine Challis**, Regional Manager – South, MS Australia – NSW/ACT/VIC



*“ It has given me confidence to apply for a board role. The program allows you to explore if a board role is really something you want to pursue and if you have the skills to do this. ”*

# Leadership Victoria Council



**GARRY RINGWOOD (CHAIR)**

Executive Director,  
Executive Interim Management



**DR MATTHEW BUTLIN**

Chair,  
Victorian Competition and Efficiency  
Commission



**JILL CALDER (WCLP '97)**

Director,  
Tango Public Relations



**GEOFF COSGRIFF (WCLP '90)**

Executive Director,  
Infocos



**JED MACARTNEY OAM (WCLP '05)**

CEO,  
Housing Resource & Support Service



**DR MADELEINE REEVE**

Consultant -  
Tertiary Education Sector



**STUART SIMSON**

Chairman  
Switch Digital

**JOHN ALLEN**


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Principal,  
John Allen and Associates

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**LYNNE LANDY**


---

Founding Patron,  
**Greatconnections**

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**RICHARD DENT (WCLP '04)**


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Executive Director,  
Leadership Victoria

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# Leadership Victoria Staff

**RICHARD DENT (WCLP '04)**


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Executive Director

**DR JOSIE DAW**


---

Manager, Ideas

**TONY MATTHEWS (WCLP '10)**


---

Manager, Programs

**HEATHER MCKEE**


---

**Greatconnections** Manager

**CAROL OWEN**


---

Business Manager

**GAIL SIRACUSA**


---

General Manager, Leadership Development

**SUNITA VARLAMOS**


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Manager, Social Impact

# Acknowledgements

Leadership Victoria acknowledges the outstanding contribution of the many community leaders and alumni who give freely of their time and expertise to support our mission.

We extend our sincere thanks to our guest speakers and presenters, selection panel members, advisors in specialist areas and those who have taken a leadership role in our social impact activities::

## SPEAKERS AT LEADERSHIP PROGRAMS AND EVENTS:

### PROF ROB ADAMS

Director - City Design City of Melbourne

### NICK ALLARDICE

Director  
Change.org Australia

### DR KATHY ALEXANDER

CEO City of Melbourne

### RICHARD ANDERSON

Water Policy Advisor  
Victorian Farmers' Federation

### ADRIAN APPO (WCLP '99)

CEO Ganbina

### DOM ARCARO (WCLP '08)

CBRE

### CORRINNE ARMOUR (WCLP '01)

Extraordinary Future

### CARMEL ARTHUR

Manager, Planning and Special Projects  
Victoria Police

### STELLA AVRAMOPOULOS (WCLP '11)

CEO Kildonan Uniting Care

### JENNIFER BARRY

CEO/Director (Former)  
Footscray Community Arts Centre

### CHERYL BATAGOL

Chair  
Environmental Protection Authority

### ULLI BAXTER

Change Specialist,  
Ambulance Victoria

### ROBERT BELL

Head of Super Regional Business Development  
ANZ

### SAM BELL

Business and Digital Strategist  
Runway Digital

### RIC BENJAMIN (WCLP '00)

CEO Foodbank Victoria

### LAURIE BENSON

Curator International Art  
National Gallery of Victoria

### JIM BETTS

Secretary  
Department of Transport

### JEREMY BLACKSHAW (WCLP '00)

Partner  
Minter Ellison

### RYK BLISZCZYK (EBLP '11)

Ryk Bz Pty Ltd

### MICHAEL BRENNAN

Programming Manager  
Footscray Community Arts Centre

### TIM BRINKMAN

Executive - Performing Arts  
The Arts Centre

### PETER BROWN (WCLP '04)

CEO Fitzroy Adventure  
Playground (Cubbies)

### STUART BROWN

General Manager of Milk Supply Services, Tatura Milk

### LACHLAN BRUCE (WCLP '06)

CEO Regional Development  
Victoria

### SAM BUTCHER (WCLP '06)

Director  
Drascombe

### DR MATTHEW BUTLIN

Chair Victorian Competition & Efficiency Commission

### CRAIG CAMERON

General Manager Football  
Richmond Football Club

### KATE CARNELL

CEO BeyondBlue

### LYNNE CAZALY (WCLP '02)

Director  
Cazaly Communications

### SHANE CHARLES

Senior Projects Manager  
Yorta Yorta Nation Aboriginal Corporation

### SUSAN CHOU-ALLENDER

General Manager - VET AMES

### BELINDA COLLINS

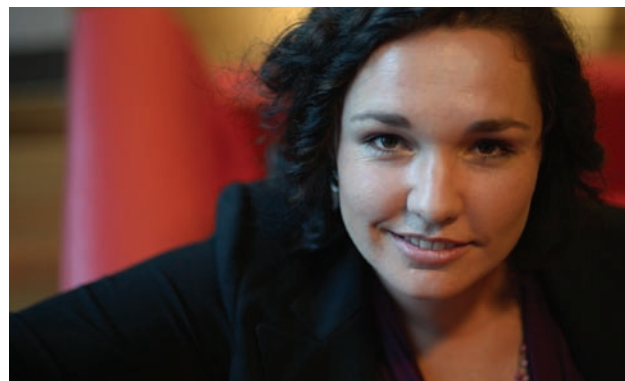
Senior Development Manager,  
Faculty of Medicine, Dentistry & Applied Health,  
University of Melbourne

### LOUISA COPPEL

The Big Picture

“The quality of the speakers was really high. It is an inspiring and well structured program that really challenges your views about yourself and your work environment, and helps define your leadership style.”

Renee Bowker, Chief Executive Officer,  
Telco Together Foundation



**DR KATE CORNICK**

Executive Director Institute for a Broadband-Enabled Society

**JOHN DALEY**

CEO The Grattan Institute

**SARAH DAVIES (WCLP '04)**

CEO The Reach Foundation

**CRAIG DENT**

General Manager - Client Services State Trustees

**GEOFF DONOVAN (EBLP '07)**

Principal, Dispute Resolution and Litigation  
Harwood Andrews Lawyers

**BELINDA DUARTE**

Director  
Korin Gamadji Institute

**SUZANNE DVORAK**

CEO Save the Children

**DANA EISENSTEIN**

Director  
Mindscape Consulting

**HELEN FEDEROFF (WCLP '11)**

Land and Fire,  
Department of Sustainability and the Environment

**PETER FITZGERALD (WCLP '91)**

National Director,  
Executive Empowerment

**DENIS FLETT**

Chair  
Victorian Environmental Water Holders

**VICKI FRASER (WCLP '91)**

Director,  
Executive Coach,  
Executive Empowerment

**PROF ARIE FRIEBERG AM**

Dean of the Faculty of Law  
Monash University

**LEAH GALVIN**

Food Security Consultant  
Building Food Resilient Communities

**JAMES GARRIOCK (WCLP '09)**

Executive Director  
Insync Surveys Pty Ltd

**JAMES GATHERCOLE**

Partner, Sheldon Harris

**HALIELUEL GEBRE-SELASSIE (WCLP '10)**

Executive Director  
African Think Tank

**MATT GILL**

Regional General Manager  
Rural Finance

**RICH GILMORE (WCLP '11)**

Executive Officer  
Balibo House Trust Project

**ROB GOUDSWAARD (WCLP '99)**

CEO Rural Finance

**LIZ GRAINGER**

Executive Manager - Operations  
National Gallery of Victoria

**JENNY GRAY**

CEO Zoos Victoria

**DOMINIC GRECO**

Psychologist  
Victims of Crime Counselling and Compensation Services

**DR PATRICK GREENE**

CEO Museum Victoria

**LUBA GRIGOROVITCH (WCLP '11)**

Industrial, Campaign & Women's Officer Rail, Tram and Bus Union

**MARK HAND (WCLP '03)**

Managing Director  
Australian Retail Distribution ANZ

**GAVIN HANLON (WCLP '09)**

Managing Director  
Goulburn-Murray Water

**SHERILYN HANSON (EBLP '10)**

The Bridge Project YMCA

**EMILY HEHIR**

Graduate Program Corrs  
Chambers Westgarth

**MARK HEINTZ (WCLP '99)**

CEO Riverina Dairy

**PAUL HIGGINS (WCLP '97)**

Director Emergent Futures

**DAVID HOATH**

Chief Executive and Publisher  
The Age

**LUKE HOCKLEY (WCLP '07)**

Director  
Midnightsky

**ANDREW HOLDEN**

Editor-in-Chief  
The Age

**THE RIGHT REVEREND DR PETER HOLLINGWORTH AC OBE**

Former Governor-General of Australia

**ANDREW JOHNSON (WCLP '10)**

Group Manager, Quality & Disability Services UnitingCare Community Options

**THANE JOSKE (WCLP '11)**

Director  
Three PM

**WADE KEENAN (WCLP '09)**

Co-Owner  
Acumen International

**EMMANUEL KELLY**

Performer

**MOIRA KELLY**

Executive Director  
Children First Foundation

**PETER KENT**

Managing Director  
Porter Novelli

**CHRIS KOTUR (WCLP '04)**

Leader in Residence  
Leadership Victoria

**LYN LANHAM (EBLP '07)**

Hanover Welfare Services

**CHIEF COMMISSIONER KEN LAY APM**

Victoria Police

**BRYAN LIPMANN AM**

CEO Wintringham Specialist Aged Care

**DAVID LOADER OAM**

Associate Professor & Principal Fellow Melbourne University

**CATHERINE LOMBARD**

Senior Research Fellow  
Monash University

“The quality of the program - from facilitators and speakers, to the subject matter covered over the 5 days - was extremely comprehensive and professionally run. It was also fantastic to have such a breadth of experience and workplaces among the program participants to learn from.”

**Rupert North**, State Manager, Victoria/Tasmania,  
Save the Children Australia



## SPEAKERS AT LEADERSHIP PROGRAMS AND EVENTS:

### SUZANNE LOUBRIS

Organisational Psychologist  
LIPS Training

### WENDY LUNDGAARD (WCLP '03)

Win-Win Workplace Strategies

### OLIVER MABOREKE

Community Engagement  
Mutcultural Health and  
Support Service

### DR HARRY MAJEWSKI (EBLP '08)

CEO Inner East Community  
Health Service

### PROF LEON MANN

Director of the Research  
Leadership Unit University of  
Melbourne

### JOANNE MARRIOTT

Principal  
Marriott Ideas and Solutions

### ANDREW MARTY

Managing Director  
SACS Consulting

### RANDAL MATHIESON (EBLP '11)

Director Victoria  
Australian Broadcasting  
Corporation

### STEPHEN MAYNE

The Mayne Report

### FRANK MCGUIRE MP (WCLP '98)

MLA for Broadmeadows

### TONY MCMANUS

Chair Headspace

### ROSS MCPHERSON WCLP '95

Executive Chairman  
McPherson Media Group

### GRACE MCQUILTEN

CEO & founder  
The Social Studio

### JOHN MERRITT

CEO Environmental Protection  
Authority

### JOHN MILKENS (WCLP '11)

Victoria Walks Project

### PETER MILLER

Rubicon Water

### ROB MOODIE

Professor of Public Health at the  
Melbourne School of Population  
Health, University of Melbourne

### LYN MORGAIN

Chair of Board Footscray  
Community Arts Centre

### KEN MUNRO (WCLP '10)

Portfolio Director, Metro  
Precincts, Places Victoria

### BRENDAN MURPHY

CEO Austin Health

### CHRISTINE NIXON APM

### DAVID NUGENT (WCLP '11)

Director Fire and Emergency  
Services  
Parks Victoria

### JEFF ODGERS

Board Member  
Murray Dairy Board

### MATT O'KEEFE (WCLP '08)

Partner,  
IT Advisory KPMG

### MICHAEL O'LEARY (WCLP '10)

Director, Finance,  
Department of Premier and  
Cabinet

### MEAGAN O'SHANNESSY

### NICK PALMER

Executive Director  
NGV Foundation

### SHELLY PARK

CEO Southern Health

### PROF GRAEME PEARMAN

Director  
Graeme Pearman Consulting

### JOHN PETTIGREW

Committee Member  
Environmental Farmers'  
Network

### MATT PFAHLERT (WCLP '02)

Principal  
Social Enterprise Unlimited

### SAMARA PITT

Operations Manager  
Urban Seed

### MOIRA RAYNER

Principal  
Moira Reyner & Associates

### JERRIL RECHTER (WCLP '03)

CEO VicHealth

### STEPHEN RECK

Listings Manager  
Melbourne Magistrates Court

### PROF RUTH RENTSCHLER OAM (EBLP '09)

Chair Academic Board  
Deakin University

### HENRY REYNOLDS (EBLP '08)

Global Leader,  
Risk Management  
GHD

### JOHN RIDLEY

The Clifton Group

### SUE ROFF (WCLP '01)

Executive Director  
Arts Project Australia

### KAY RUNDLE

CEO City of Port Phillip

### ANGELA RUTTER (WCLP '09)

Manager, The Climate Reality  
Project  
Australian Conservation  
Foundation

### ELLEN SANDELL

National Director  
Australian Youth Climate  
Coalition

### SCOTT SHEPPARD (WCLP '10)

CEO UnitingCare Community  
Options

### JILL SINGER

Lecturer Journalism  
RMIT University

### PAUL SPADANO

General Manager  
Melbourne Custody Centre

### DR RANJANA SRIVASTAVA (WCLP '11)

Medical Oncologist  
Southern Health

### AMANDA STEVENS

Management Consultant  
Segovia Consulting

### HELGA SVENDSEN (WCLP '10)

CEO Hotham Mission Asylum  
Seekers Project

### CHIN TAN (WCLP '98)

Chairperson  
Victorian Multicultural  
Commission

### HON. BERNARD TEAGUE AO

### PROF HELENA TEEDE (WCLP '08)

Director, Diabetes  
Southern Health

### GENEVIEVE TIMMONS (WCLP '90)

Portland House Foundation

### JACK VANDERSTEEN

Magistrate,  
Melbourne Magistrates Court

### JANICE VAN REYK (WCLP '95)

Non-Executive Director City  
Wide

### MATTHEW VINCENT (WCLP '06)

Director Strategic Relations  
Environment Protection  
Authority

### JANENNE WILLIS (WCLP '06)

Undercurrent Group

### PENNY WILSON (WCLP '11)

CEO Victorian Council of Social  
Service (VCOSS)

### PROF ROBERT WOOD

Director, Centre for Ethical  
Leadership Melbourne Business  
School

### HON MARY WOOLDRIDGE MP (WCLP '03)

Minister for Health, Minister for  
Women's Affairs, Minister for  
Community Services

## WCLP 2013 SELECTION PANEL

### MARK ATKINSON EBLP '09

Director  
LMC&S Pty Ltd, Information Technology and  
Telecommunications

### ANN CROOK WCLP '91

Senior Project and Policy Advisor  
Department of Education and Early Childhood  
Development

### MICHELLE GIBBINGS WCLP '08

General Manager, Strategic Change & Engagement  
National Australia Bank Limited

### THE RIGHT REVEREND DR PETER HOLLINGWORTH AC OBE

Chairman  
Skyline Education Foundation Australia

### AVIVA KIPEN WCLP '98

Aviva Kipen & Associates Pty Ltd

### JIM LIASKOS WCLP '91

Managing Partner  
United Bonded Fabrics

### JED MACARTNEY WCLP '05

CEO Housing Resource & Support Service

### NHA NGUYEN WCLP '11

Barrister-at-Law  
Meldrum & Hyland, Owen Dixon Chambers

### DENIS O'HARA EBLP '08

Director and Principal  
fey Pty Ltd

### SIANNA PANAGIOTOPOULOS WCLP '07

Manager, Office for Research  
Austin Health

### KATRINA REYNEN WCLP '04

Director Cisco Systems

### GAIL ROONEY EBLP '08

### JOHN ROGAN WCLP '91

Executive Director - Commercial & Legal  
VicRoads

### TRUDY THOMSON WCLP '01



“ I loved the breadth of topics covered, the diversity amongst the participants and the range of speakers we had the privilege of hearing from, and subsequently interrogating! I feel I have come out of the program with a much stronger understanding of the complexities of the world we live in and the spider web of people and organisations with whom to work to make this world a better place. ”

**Debbie Kiper,**  
Senior Manager Cultural Agencies,  
Arts Victoria, WCLP '12

# Social Impact Projects

The following community and government organisations received support from Leadership Victoria program participants and alumni and **Greatconnections** volunteers in 2012:

A is for Atlas	Carers Victoria	Healesville Indigenous Community Health Service
A.Q.A. Victoria	Centre for Cultural Diversity in Ageing	Helen Macpherson Smith Trust
Abbeyfield Australia	Chapter Seven	Housing Choices Australia
Able Australia	Community Information & Support Victoria	Hotham Mission Asylum Seekers Project
The Abbotsford Convent	Community Housing Federation of Victoria	Housing Resource & Support Service
Aboriginal Affairs Victoria	Concern Australia	Ilbijerri
Adult Community Education Victoria	Connecting Hands	Illoura Early Childhood Intervention Services
African Think Tank	CP Australia (Cerebral Palsy)	Impact Support Services
Alola Australia	Craig Family Centre	Indigenous Leadership Network Victoria
Amaze (Autism Victoria)	Crisis Intervention and Management A/Asia (CIMA)	Inner East Community Health Service
Anchor	Cultivating Community	Inner South Community Health Service
Anex	Dandenong Community Advisory Bureau	Inside Access
Annecto	Dandenong Ranges Emergency Relief Services	Institute of Postcolonial Studies
Aussie Farmers Foundation	Doutta Galla Community Health Service	Interchange Outer Eastern Region Association
Australian Karen Foundation	Dress for Success Mornington Peninsula	Interchange Western Region Assoc.
Australian Multicultural Community Services	Eastern Suburbs Rental Housing Co-op	Jeshimon Housing
Australian Vietnamese Women's Association	Elder Rights Australia	Kalyna Care
Bayside Community Information and Support Services	Emergency Relief Victoria	Kara House
Belonging Matters	Express Media	Kids Under Cover
Benetas	Financial Counselling (Vic)	Kind Cuts for Kids Foundation
Berry Street Victoria	Fitted For Work	Lighthouse Foundation
Biala Peninsula	Fitzroy & Carlton Community Credit Cooperative	Learn for Yourself
Big Brother Big Sister	Food Alliance	Lucy Guerin
Big West Festival	Food Skil	Mali Initiative
The Bridge Project	General Practice Victoria	Melbourne Water Corporation
Brite Services	Glen Eira Adult Learning Centre	Melbourne Workers Theatre
Brunswick Neighbourhood House Cooperative	Goulburn Options	Mildura Aboriginal Corporation
Burke and Beyond	Group Training Association of Victoria	Mildura Indigenous Soccer Club
Business for Millennium Development	Haemochromatosis Australia	Mission Australia
Camcare	Haemophilia Foundation Victoria	Monashlink Community Health Service
Carbon Community Foundation	Hawthorn West Primary School	Monkami Centre





*“Mentoring is such a great personal and professional development strategy and it was great to see the shift that my Mentee was able to make over a period of time. I also learnt from her and enhanced my skills and knowledge in how to support others more effectively.”*

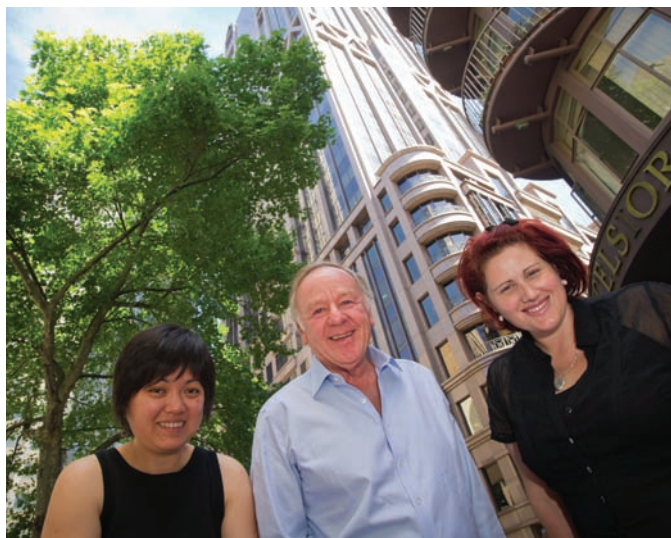
**Lena Cirillo (WCLP '07)**, Executive Director/CEO, Westside Circus

- |  |   |  |
|--|---|--|
| Murray Valley Aboriginal Cooperative             | South Sudanese Community in Australia                                 | VATMI Group  |
| National Disability Scheme                       | SouthEast Housing Cooperative   | Vic Sport  |
| Norparrin Centre for Children with Special Needs | SNAICC Seretariat of National Aboriginal and Islander Child Care Inc. | Victoria Walks   |
| One in Five                                      | SPAN Community House  | Victorian Mental Health Carers   |
| Open Family                                      | Special Olympics Australia  | Vision Australia   |
| Open House Melbourne                             | SPELD Victoria  | Visy Cares Links Centre  |
| Oriel Services                                   | Spina Bifida Foundation of Victoria                                   | Volunteering Victoria  |
| Outer East Foodshare                             | Stroke Association of Victoria  | Western Region Health Centre   |
| Ozchild  | Sticky Institute  | Westgate Community Initiatives Group   |
| People and Parks Foundation                      | SYN Media   | Westside Circus  |
| Peter MacCallum Cancer Institute                 | Tadvic Co-operative   | Whitelion  |
| PLAN International                               | Testigo Projects  | Wild@heART Community Arts  |
| Port Phillip Housing Association                 | The Bouverie Centre   | Wildlife Victoria  |
| Post Placement Support Services                  | The Mission to Seafarers Victoria Inc                                 | Williamstown Rental Housing Co-operative                                     |
| Potato Processing Corporation                    | The Myer Foundation   | Women's Participation in Local Government Coalition                          |
| R E Ross Trust                                   | The One Hundred Percent Project                                       | Women's Property Initiative (formerly Victorian Women's Housing Association) |
| RACV Community Foundation                        | The Sunflower Foundation (Australia)                                  | Woor Dugin (project for the Koori Heritage Trust)                            |
| Reach Australia                                  | The Venny   | Youth Support Advocacy Service   |
| Reichstein Foundation                            | The Warwick Foundation  | Youthlaw   |
| Scope Vic  | TreeProject   | Zena Women's Services Inc  |
| Seaworks Foundation                              | United Housing Cooperative  |  |
| Second Bite                                      | Uniting Care East Burwood Centre                                      |  |
| SHARC Self Help Addiction Resource Centre        | Uniting Care  |  |
| South Eastern Region Migrant Resource Centre     | UnitingCare Moreland Hall   |  |

## LEADERSHIP VICTORIA'S

### Greatconnections Client Managers

LYN BOAG	JOHN NORMAN
MAUREEN BREEN	ELIZABETH RAUT
SHARON COATES	DOROTHY READING
JASPER COGHLAN	PETER SIMMENAUER
ROGER BLACHUT	SOPHIE SKARBEK
JANE EVANS	TONY WILKINSON
PETER HART	CHARLES WILLIAMS
RUSSELL HOWARD	



**Minh Nguyen**, Sector Development Officer, and **Kate Wheller**, Executive Officer, CISVic, with **Mike Strauss**, volunteer

## LEADERSHIP VICTORIA'S

### Skills Bank Coordinators and Advisers

VINITA GODINHO (WCLP '08)
SANDY GUEST (EBLP '09)
WADE KEENAN (WCLP '09)
LYN LANHAM (WCLP '08)
PAUL O'SHEA (EBLP '10)
KEITH PERKIN (WCLP '92)
MELVA RYAN (EBLP '11)
JENNY TRETHERWAY (WCLP '98)
BARBARA VAN ERNST (EBLP '07)

#### LV FOUNDATION

Leadership Victoria has established the LV Foundation to receive tax-deductible donations to progress our social impact and direct relief work amongst disadvantaged communities, and to make leadership and educational opportunities more accessible for Victorians of all backgrounds. Donations to LV Foundation (ABN 27 158 140 679) are welcomed.

Our thanks to the Community Leaders, Partners and Supporters, and the Leadership Victoria Graduates and Alumni who have shared their stories and photos in our 2012 Yearbook.

**Photography:** Simon Fox, Simon Peter Fox Photography  
Carla Gottgens, cgphotography

**Design & layout:** John Pierrakos, PierrakosGraphics

*“ I work with CISVic (Community Information & Support Victoria) helping them with marketing and creative strategies to communicate with vulnerable and disadvantaged people providing emergency financial and practical relief. In an ever changing community, particularly when and where so much help is needed, I am grateful to be able to help provide a voice for the members and the communities they work with. ” - Mike*

*Leadership Victoria acknowledges the support of our Yearbook partner*



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