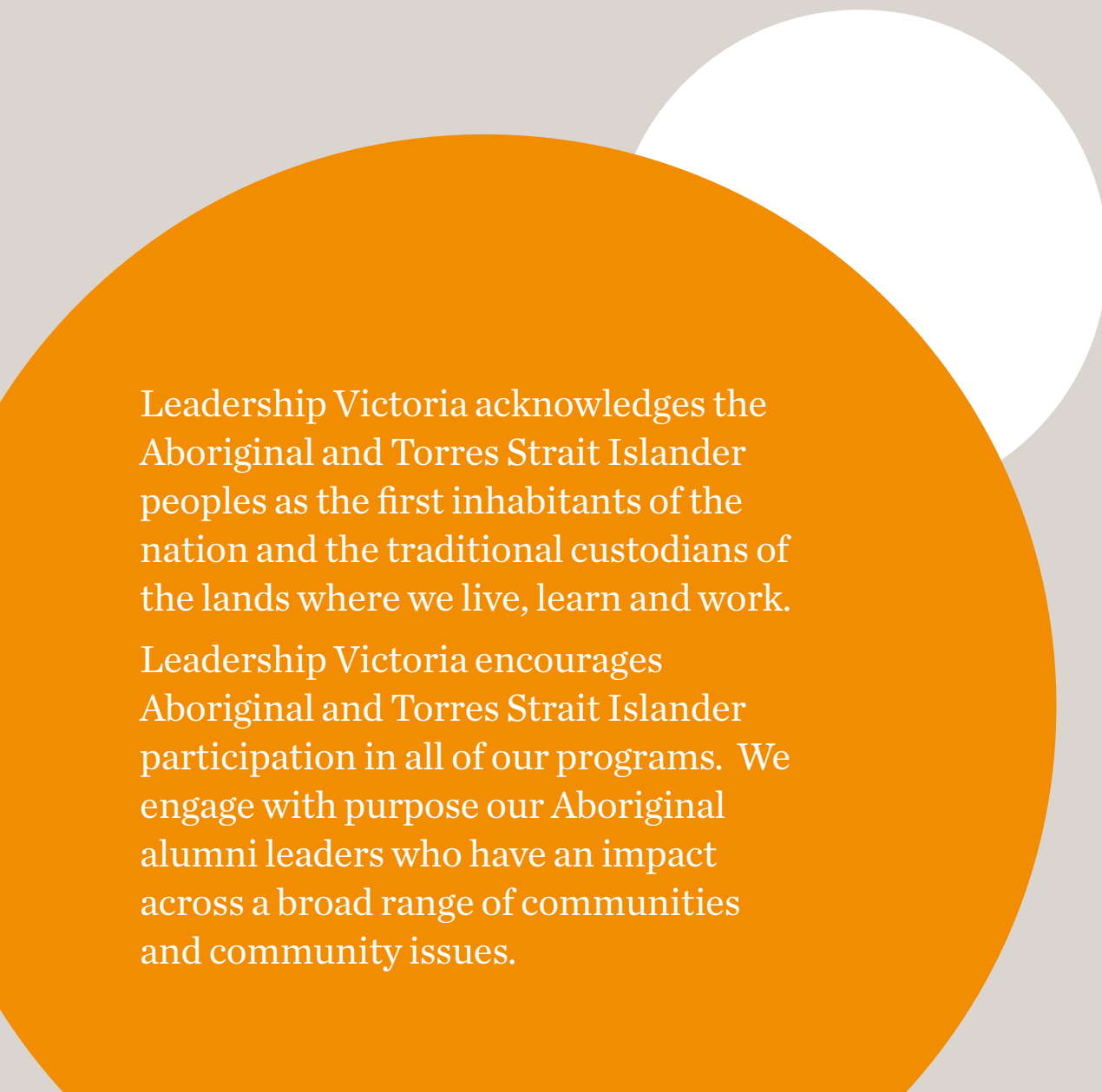


**LEADERSHIP
VICTORIA**

Reaching Out

Yearbook 2018





Leadership Victoria acknowledges the Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work.

Leadership Victoria encourages Aboriginal and Torres Strait Islander participation in all of our programs. We engage with purpose our Aboriginal alumni leaders who have an impact across a broad range of communities and community issues.



Message from our Patron

I would like to commend the work undertaken by Leadership Victoria to nurture new and emerging leaders, as well as fostering a dialogue about the importance of leadership within our State.

Victoria has many leaders in all sectors, spanning our cities and regions, and across our diverse communities. Some are in formal roles, while others demonstrate leadership in more informal settings. What is universal, however, is the respect and appreciation our leaders deserve for the time, energy and goodwill that they invest into those around them. These are all important features of leadership, which is so nicely summarised in the theme chosen this year by Leadership Victoria: 'Reaching Out'.

I would like to congratulate the 2018 graduates of Leadership Victoria programs. I am confident that our community will benefit from your skills, and I look forward to seeing the impact of your leadership on Victoria in the years to come.

I would like to applaud Leadership Victoria for its contributions to our State. Its work empowers Victorians to support the twin pillars of 'Peace and Prosperity' expressed in our State motto.

The Honourable Linda Dessau AC
Governor of Victoria



Message from the Premier

Our state can only reach its full potential when leaders from every background and every walk of life work together for a common purpose.

It's why I am so proud to back Leadership Victoria in their mission.

On behalf of the Victorian Government, I congratulate all the graduates of Leadership Victoria's 2018 programs.

And I thank the many alumni and volunteers who contribute so much of their time to support the next generation of our state's leaders.

The Hon Daniel Andrews MP
Premier



From the Chair & Chief Executive

Leadership Victoria's impact is strengthened through our growing network of alumni and graduates, together with corporate, philanthropic and government partners and supporters who are committed to tackling leadership challenges and mobilising others to achieve important outcomes.

By reaching out, connecting and empowering others to work together for a common purpose, they contribute to our mission to:

- Build leadership wisdom in Australia and beyond
- Equip leaders to make progress
- Connect and deploy leaders to make a difference

In 2018, we have continued to build our networks across Victoria, Australia and the world. We have built our leadership development programs and increased our work with corporate, government and community organisations on projects to develop leaders and to increase inclusion, equality and progress.

Highlights of our year include:

- hosting two of the world's brilliant minds and practitioners in leadership: Marty Linsky, Harvard, and Ed O'Malley, CEO of the Kansas Leadership Center
- hosting the Southern Hemisphere's first-ever Case In Point accreditation for Australian leadership practitioners
- delivering leadership activities in every mainland Australian state
- working in partnership with Victorian government departments to deliver custom and flexible development opportunities for women, the LGBTI community, people with disability and people from culturally and linguistically diverse backgrounds
- working in partnership with Victoria Police and the local community to deliver the Wyndham Future Leaders, building leadership capability in emerging leaders and fostering intercultural understanding across the local community and Victoria Police to drive change at a community level

- working in partnership with community organisations and local government to develop organisational and community leadership capability
- drawing on our unique network across business, government and community to match senior leaders from a range of professions, industries and sectors to mentor emerging leaders
- Reaching out across business, government and civic organisations to foster the important conversations to strengthen human consciousness and wellbeing, the natural environment, liberal democracy and the principle of leadership for "a fair go".

We would like to acknowledge and thank our corporate and government partners, our alumni and volunteers, our wonderful staff team and our entire LV network for your commitment, dedication and contribution.

Your support and commitment to our shared vision is fundamental to our success.

LV is reaching out in new ways in 2019 and beyond: the entire LV network continues to contribute to building a better world.

**Geoff Cosgriff
(WCLP'90)**
Chair,
Leadership Victoria

**Richard Dent OAM
(WCLP'04)**
Chief Executive,
Leadership Victoria

A case for positive leadership



Once upon a time we could start conversations easily by commenting on the weather and exchanging views on a safe, simple topic. All those seasons in one day...

It doesn't feel as easy to start casual conversations anymore. Now it's straight into The Big Mess. Everything feels hard – we don't trust leaders, we're anxious in big cities, struggle on the land, worried about the impact of ever-changing technology and we don't take democracy, multiculturalism or global cooperation for granted anymore.

Those of us with Leadership Victoria experience should take every opportunity to lead toward a more positive future. Negativity lowers expectations and we should have a lot to say about what excellent leadership looks like.

We should challenge views that leaders are often incompetent, belligerent, egotistical, dishonest and negative to show more leaders who daily strive to improve the lives of others and strengthen our social fabric... and do this well.

If we can't use our Leadership Victoria experiences to offer more positive, confident and hopeful leadership we'll be wasting a once in a lifetime opportunity.

Where to begin?

Values

We need more leaders of good will, committed to improving the circumstances of others and prepared to work skilfully and hard for benefits that may not become evident for a long time. We don't need to rely on people with authority to reach out to others, to network with purpose and find practical ways to improve people's lives. Leadership Victoria offers us many examples of how it's still true that a small number of people can improve the lives of many. We can turn these examples into new action, over and over again.

Spotters and Boosters

We can never have too many well-intentioned people in our network who spot opportunities - particularly for younger people and especially for women - and help boost chances of success.

Allocating energy

Effective leadership requires focussing energy. It's easy to be overwhelmed by the sheer number of issues and people we could support but spreading ourselves too thinly stifles success. Energy is limited so let's focus on a few, key, positive leadership goals and try to do a couple of things really well.

Avoid angry energy. While it can fuel change, anger is not always righteous or progressive. Energy that comes from kindness and generosity is contagious and can achieve a whole lot more.

Role models

Listening to leaders makes it easy to pick up what they think is ok, decent, constructive and fair. We should be mindful of our influence, especially on young people. We should stimulate more conversations about positive leadership, tell more turnaround stories and ask more questions about what good, effective, trustworthy leaders need to know and do.

Our Leadership Victoria experiences should make it easier for us to be optimistic, motivated and more ready and able to lead conversations seeking a more positive future. Join me in doing just that. I found all that talk about weather pretty boring anyway.

Chris Kotur (WCLP'94)
Leader in Residence
Leadership Victoria

Power of sport



As a country with a proud and strong history and identity embedded in sport, we have an enviable opportunity to create a wave of change for future generations to prosper.

Our sporting teams give us hope and our role models inspire, but it's beyond the playing fields and courts where sport can be a leader. Sport shapes our attitudes, behaviours and beliefs that underpin our values and social norms.

Recently, much has been debated about immigration, same sex marriage and male privilege with our "leaders" out of touch and the media servicing their own self-interests. Their decisions and actions benefit one per cent of our population while 99 per cent are left to deal with the consequences.

It can be argued that codes, clubs, players and administrators are obsessed with winning and rarely collaborate unless it gives them a winning edge. But history shows when our institutions fail to deliver on society's expectations, shredding community trust, sports can galvanise to create awareness about complex social issues and help us imagine a brighter future.

Earlier this year a group of prominent African-Australian athletes called for unity following racial tensions in Victoria. North Melbourne Football Club's Majak Daw, the

first South Sudanese AFL player, co-signed an open letter acknowledging youth issues are causing harm, conflict and division, but urged the broader community to not allow it to define everyone of African descent.

I've witnessed firsthand, almost on a daily basis the devastating impact of the media's inflammatory reporting of African gangs throughout this year. Children, young people and their families from African heritage, amongst other cultures are being racially vilified, discriminated and isolated. This is significantly impacting their education, employment, mental health and wellbeing and identity.

I'm privileged to lead The Huddle, an award winning community not-for-profit established by the North Melbourne Football Club. The Huddle was created to engage, support and empower young people from refugee and migrant backgrounds to build upon their strengths, increase their ability to participate and contribute to more socially inclusive communities. Through the influence of sport, we are reaching out to tens of thousands of young people each year to help them learn, grow and feel a stronger sense of belonging with their community.

The AFL has taken notice. Recently, I was awarded the Graeme Samuel Scholarship by the AFL due to the growth, influence and

impact The Huddle is having across some of the most disadvantaged and low socio-economic communities across Australia.

From mid-2019, I will study at Harvard and travel throughout the United States to collaborate with other global leaders, share knowledge and gain new insights to balance social impact with scale and deepen The Huddle's work to strengthen social inclusion. Sport is more than a game.

With the vast complexities of our world, communities seem to be in a state of bewildering confusion. Across the spectrum, people appear euphoric, angry, fearful or confused. Many don't even want to think of what lies ahead. Therein, perhaps, lurks the biggest danger. Not wanting to understand what is taking place has its own perils.

As Leadership Victoria alumni, we have a responsibility to help each other. Be bold, be brave and reach out to your new peers and let's shape a positive and brighter future together.

**Cameron McLeod (WCLP 13)
GM, Community Engagement
North Melbourne Football Club**

Reaching out: the 2017 Folio Alumni Scholarship



As Richard and Stephen pulled the door closed behind them, it was now just the sum of us, the FOLIO 2017 team, in a position to start making plans for the activities we would undertake to make the world a much better place.

The room was quiet, but not heavy, as we were all deep in thought. As the discussion progressed we considered our group and the differences between us and the impressive leaders we had visited.

“How do we give back?” we put to ourselves. Deb suggested we fund a scholarship for someone with whom we had come in contact during the year, through our own FOLIO journey, so they too could have the opportunity to enjoy a similar experience to ours? The thought brewed and gathered richness as everyone realised this would not only create an opportunity, but also enhance the diversity of the participant group. The FOLIO 2018 Scholarship seed was sown and it wasn't long before we started reaching out and exercising leadership without authority.

We banded together, each bringing our unique and diverse skills, liaising closely with LV to design and kick off our plan, establishing our aim to raise \$6,000 to fund the FOLIO 2018 Scholarship.

As our approach evolved, we each applied our own expertise. We stepped in and out, as we handed over the next phase of our activity to each other. And the leadership evolved as that baton was passed from one person to the next. We were cheered on and encouraged by our peer group as the fundraising phase kicked off.

Slowly, but surely, our funding goal was being realised, as we engaged with those organisations we had visited. We sought expressions of interest. Submissions were received, interviews held jointly with LV and key members of the FOLIO 2017 team and then, the decision made. The inaugural FOLIO 2017 scholarship was awarded.

There was not one leader, everyone did their bit and played a part, overtly and constructively or considered and quietly.

Our aim was a sole purpose; to reach out and provide an opportunity to one person that may well change their life, alter their view, or enhance their leadership like never before, and, in turn influence or change the course of another person's life for the better, and another and another. A bold aspiration, but we like to think big!

We selected Amanda. Read her story here and decide for yourself whether the world is a better place, and how her amazing organisation will be even better, for the experience she has had with FOLIO 2018.

It was our privilege to have the opportunity to make this scholarship possible. Another one you say, go again FOLIO 2017? Reach out and watch this space.

Dennis Banfield, Deb Cailles and Hugh Wareham, Folio 2017

“To have access to a quality leadership program enabled me to take a bird’s eye view of our organisation and compare and learn from others”

**Amanda Donohoe, 2018 recipient,
2017 Folio Alumni Scholarship**



WHO IS AMANDA DONOHOE?

When I was in year 12 at High School and deciding on a career, I was torn between hospitality, HR and social work. I chose hospitality management but now in my current position as CEO of Servants Community Housing, I can see how my original passions have converged and it helps to explain why it is so easy to get up in the mornings. The organisation is a small not for profit that specialises in building safe caring, communities in rooming houses by providing breakfast and dinner every day with live in on-site House Managers to manage the kitchens and the resident issues.

WHAT INSPIRED YOU TO APPLY FOR THE FOLIO COMMUNITY LEADERSHIP PROGRAM?

I had been in the CEO role for a year when I applied because I believe in continuous, lifelong learning and I find it motivating to learn and discuss with others. I was keen to enhance my skills to grow and develop myself and the organisation I work for. A guided program of experiences and teaching with peers concentrating on community leadership sounded like a perfect program to me.

WHAT DOES LEADERSHIP MEAN TO YOU?

People can be appointed to leadership positions and prove not to be effective leaders. I value a leader that inspires me to be better and do better, one that encourages and supports. To me, good leadership

involves bringing people along with you. It requires having passion, a vision and the courage to achieve the vision. It involves establishing the appropriate culture to achieve the goals. However, I don’t believe in achieving the vision at any cost, I value integrity, honesty and respect and I look to leaders who can build a culture based on these qualities.

WHAT DID THE 2017 FCLP SCHOLARSHIP MEAN TO YOU?

Servants Community Housing is a small not for profit organisation with a big heart. Our staff are caring and committed and give 110%, we run on the smell of an oily rag and the goodwill of our staff and volunteers. The needs of our residents come first and even though we know that staff training is vitally important, the money for staff development is carefully rationed.

Being awarded the scholarship for the Folio program was a huge bonus because the cost of the program was beyond our budget. To have access to a quality leadership program enabled me to take a bird’s eye view of our organisation and compare and learn from others. I visited places I would never have considered relevant to the context I work, yet visiting ‘irrelevant’ organisations has produced fresh ideas and changed my thinking. One example was the visit to the North Melbourne Football Club, a very

different establishment to a community housing organisation. I was impressed by how they are part of a national program with supporters across Australia, yet highly committed and connected to their local neighbourhood.

Servants is looking to expand into other geographical regions, yet our strength is in our local connection and the relationships with our local community. The North Melbourne experience has shown me that is does not have to be one or the other, keeping our connections whilst growing the organisation in size and professionalism are realistic goals.

Amanda Donohoe FCLP 2018 CEO Servants Community Housing

Our year in numbers



Around

10,000

People at our events
and activities



1,110 +

Program participants



More than

1,500

Alumni



230

Mentor matches



50+

Customised programs



400+

Guest speakers and
subject matter experts

We are proud to present the
2018
Williamson Community
Leadership Program Graduates



NILOO AMENDRA

Southern Metropolitan
 Cemeteries Trust
 Director Strategy and Communication

WCLP has exposed me to the complexities of leadership and that ability to connect with others on a similar journey.



LAURIE ATKINSON

Law Library of Victoria
 Director Law Library of Victoria

Through Williamson I have a deeper understanding of a great many issues, and have realised the extent of impact I'm able to make. I've learnt to actively observe and explore motivations and values - my own, and others. I'm even more comfortable in grey space. And have made some amazing friends.



MELISSA BARNES

Medibank
 Head of Change and Culture

I feel energised and inspired by Williamson which has enabled me to connect and learn from incredible people with diverse perspectives, emphasising the importance of humanity in leadership. Williamson has empowered me to see I can integrate my passions with my career, through the power and responsibility of corporates to effect social change.



PETER BARRASS

ANZ
 Institutional CIO

Williamson has provided me with many new perspectives and voices, many of which I would not have otherwise had the opportunity to see and hear. These experiences shared with the amazing people in the group have helped me grow as a leader and as a person.



NICKI BATAGOL

PANDA, Mental Health First Aid
 Non-Executive Director

Williamson has expanded my thinking and sparked a curiosity in issues which hadn't been on my radar previously. I have met some friends for life and have greater clarity about my own leadership and identity. I have been challenged throughout the year and feel greater confidence leading through uncomfortable situations.



KEITH BHEBHE

Forensicare & Penington Institute
 Manager Forensicare Serious
 Offender Consultation Service

WCLP has enhanced my self-belief and shown me that I don't need authority, or a fancy title to make an impact in my community. It has taught me that there is good and bad privilege, and as a community member who doesn't have the privilege, I have to create opportunities myself if I want change.



ALYS BOASE

Ermha
 Chief Operations Officer

Williamson has introduced me to a group of diverse, passionate, and courageous community leaders who have challenged and encouraged me to deeply reflect on my values and actions. I am inspired and now recognise that leadership is action!



WAYNE BOX

Level Crossing Removal Authority
 Manager, Finance & Business Systems

Williamson has been an amazing personal journey of self discovery. It expanded my world view and reignited my passion for equality. The icing on the cake is connecting with a group of more than 70 like minded individuals who inspire me to be a better leader.



NICOLE BRADY

Safer Care Victoria
Director, Strategy & Implementation

WCLP stimulated deep thinking and sometimes uncomfortable reflection about who I am, what my purpose is and what drives me in decision-making and the actions I take.



KATE BROUN

Cancer Council Victoria
Manager, Screening, Early Detection & Immunisation

Williamson has broadened my perspective of the complex issues we face as a community and what's needed to respond with courage and authenticity. I valued most the challenging situations, the diverse opinions and conflict, which led to a greater understanding of myself and my leadership. The experience has been inspiring!



DARYL BRUCE

Wymac Gaming Solutions
VP Business Development

Williamson is life changing. Each immersive experience rattled my assumptions and perspectives, and left me feeling I could and should be doing more.

I don't yet know where my leadership journey is heading, but I know that every decision I now make in my life has been affected by this program.



NAOMI BURKE

Walter & Eliza Hall Institute
of Medical Research
Program Manager

The Williamson program has provided a unique opportunity to reflect upon and interrogate my leadership values; through challenging experiences and conversations, access to thought leaders across sectors and sharing the journey with a fun and diverse group.



NARELLE CAPP

Ambulance Victoria
Group Manager

The course has given me the skills to build on and develop my confidence in my authentic leadership style, by providing exposure to a variety of environments and communities. I have a deeper understanding of community and a fundamental understanding of creating change - allowing me to implement change in my own working environment.



JEROME CARSLAKE

Australian Road Research Board
Manager of National Road Safety Partnership Program

Williamson is an eye opening journey which has helped me understand my inner self by discovering my core values and the why behind them. Leadership and privilege have so many lenses and it is realising this and then having challenging angles introduced which has really helped me grow.



DANNY CHILDS

EPA Victoria
Manager Resource Recycling Facilities Taskforce

The Williamson Program has broadened my awareness and views outside my workplace and pushed me well out of my comfort zone. The opportunity to listen and understand the stories of such a diverse group of leaders has been so inspiring and an experience that I'll never forget.



BERNADETTE COMITTI

Monash Health
General Manager Surgery and Interventional services

The Williamson program has enabled me to have a broader understanding of community issues and a greater exposure to how these intersect and play out within my work environment. The exposure to the variety of speakers and community groups has also enabled me to connect other family members and friends with these groups for educational purposes or volunteering.



ROB CONSIDINE

Melbourne Water
Manager Water Services Planning

Williamson is engaging and challenging. I leave Williamson on a leadership pathway that is about engaging and questioning not only my goals but those of others - at work, at home and in their communities. Leadership is about social learning and doing my bit for the community.



GEHAN DAVIDS

Royal Automobile Club of Victoria
Operations Manager



TESSA DEHRING

Nous Group
Director

Williamson has facilitated a personal leadership transformation for me. I've built strong connections with a diverse and wonderful group of people and my conversations have greater depth. I have increased insight and passion for more diverse community opportunities and issues, and understand what more I can do to make a difference.



MARIELA DIAZ

Magistrates Court of Victoria
Director, Family Violence Reform

Williamson has given me the opportunity to meet and be inspired by a wonderful group of community leaders who each day contribute to the wellbeing of our society.



STEVE DROSTE

Walter and Eliza Institute of Medical Research
Facilities Manager

WCLP 2018 has significantly broadened my understanding of social issues and revealed the complexity and interdependencies of such issues. This has facilitated a change in management style by seeking a broader focus when considering complex matters and endeavouring to incorporate business and community values prior to sourcing solutions.



KATE DUNDAS

City of Melbourne
Team Leader, City Plans

The Williamson Community Leadership program has not only broadened my network to include those from very different disciplines, but fundamentally changed my leadership outlook. I believe I now have more empathy, consideration and courage and know myself better as an individual. It has been a privilege to be part of WCLP.



PHOEBE DUNN

Amy Gillett Foundation
Chief Executive Office

Williamson has been enriching and challenging, exposing us to a diverse range of leaders, perspectives and experiences. We have laughed, cried and grown together, felt the heat, and been inspired by the stories we have shared - the stories of the wonderful WCLP2018 alumni whom I am privileged to call friends.



ADAM GANDOLFO

RACV
General Manager - Commercial and Transactions

This program has encouraged me to think, reflect and try to see complex issues from multiple perspectives. The world is not always black and white; more often it is shades of grey. Leadership is a lifelong journey of learning and discovery; it is not always easy but can be very rewarding!



AARON GAY

Department of Environment, Land, Water and Planning
Regional Manager

I have much better understanding of myself. My strengths, weaknesses and opportunities for growth. To understand this has required a fair degree of introspection. Couple this with a better understanding of social issues (and their impact on the community), means I now feel better equipped to tackle the big challenges head on!



MICHAEL GEORGIU

Ambulance Victoria
A/Regional Director

The WCLP has given me a greater understating and appreciation of the various community groups/ organisations that exist which improve the quality of individual's lives each day. This has positively impacted the way I plan and deliver various activities in my role at work to ensure I have a community minded focus to make better decisions for individuals and their community.



NICK GRAY

Goulburn Murray Water
Group Financial Controller

Williamson has had a profound impact on me during the year, whilst I also know the positive impact will reach far beyond the closing retreat. Williamson continually challenges and provokes one's thinking, from up close exposure to outstanding community leaders, to perhaps the best part of all, being part of a unique group of talented individuals who form a special bond.



SKYE HALDANE

City of Melbourne
Manager Design

This experience has given me a whole new perspective on leadership. It has inspired, challenged and energised me to better understand my values and capacity as a leader, learning so much from our speakers and each other.

I am excited that this is just the start of the journey with the wonderful people I have met through the program.



BRONWEN HAMILTON

Office of the Victorian Government Architect
Manager of the Victorian Design Review Panel

Hugely valuable course that gave insight and vast resources about different models of leadership. In particular it focussed inward on individual skills and motivations as well as providing a plethora of examples in which to test and explore leadership models. The best part of all though were the people and the journey that the group went on in learning about leadership.



JAX HANNA

Department of Health and Human Services
Assistant Director

A common thread throughout WCLP18 was about taking action - even if it's one small step to assist one individual, we can make progress on the wicked problems. The connections made through WCLP18 has provided the opportunity and possibility to collectively take action for real change.



LISA JOHNSTON

People Measures
Senior Consultant

Williamson has enabled me to broaden my understanding of the complexities of a range of community issues and of the diverse perspectives of community members. I have had the opportunity to engage with a wonderful group of peers to challenge each other and reflect on my own next steps.



ANGELA JOLIC

WorkSafe Victoria
Director, Legislation Policy and Information Services

By exposing me to many outstanding leaders, Williamson has challenged me on a very deep level, particularly in regard to what I am doing to achieve my own leadership potential, and what contribution I am making to the many communities that I am a part of.



LISA JONES

Emergency Management Victoria
Executive Officer to the Emergency
Management Commissioner

Williamson has been a powerful and humbling experience. An opportunity to reflect, grow and explore leadership with purpose and impact, in a safe, supportive and brilliantly challenging environment. I ask better questions and seek better answers.



MARK LANGHORN

Victoria Police
Inspector of Police

I have been immersed in topics that have challenged me and given me so much more understanding of a range of issues. As a result, I have questioned my own views and beliefs; and welcomed the diverse thinking of my new network of friends on Williamson 2018. I am totally inspired to tackle complex challenges!



ELIAS LEBBOS

Travellers Aid Australia
Chief Executive Officer

The program has highlighted the need to be aware of my own biases when leading. It has also confirmed the value in always trying to understand people's personal journeys. The world has many complex challenges and I will never be able to fix them all, so choose wisely and direct my energy and influence to where I can create the best outcomes through my leadership.



MATT LOW

McKinsey
Associate

WCLP provided the impetus for self-reflection about what it is to be a leader, how to nurture this, and where to deploy my leadership to have the greatest impact.



PATRICK LYONS

Synergistiq
Partner

The WCLP has been an enjoyable reminder of the importance of being self-aware, of viewing situations from different vantage points and to focus on the process of activity as much as on its product.



STEWART MACLEOD

State Trustees Limited
Head of Strategy

The Williamson program has challenged me like no other course, program or experience in my working career. It's profoundly recalibrated how I think about myself and the difference I can make. I suspect I'll look back on Williamson in years to come as a turning point in my personal and professional life, as the lessons I have learned over this past year will stay with me forever.



AMY MCKIMM

Alfred Health
Program Director, eTQC
(electronic medical record
implementation program)

This program has been an opportunity to reflect and pushed me to observe more, listen better, question deeper, challenge others and myself. And ultimately to wonder why and enjoy the journey when trying to find the answers.



SARAH MCPHERSON

VMIA
Head of Claims

I have been truly inspired by the personal stories of leadership, resilience and determination to make a difference. Being challenged to grow as an individual and a leader, I have learnt that brave and impactful leadership can often be lonely and that's okay. Those I have met will remain lifelong friends on my leadership journey.



JOHN MINA

JCP Investment Partners
General Counsel and
Company Secretary

Williamson's given me the space and tools to better understand myself as a person and leader. Being clear on my 'why' and more able to overcome my 'immunities to change' has - with the support of a brilliant cohort - taken my ability to lead on complex issues to a whole new level.



TOM MOLONEY

HESTA
Business Development Manager

Throughout a challenging year, I've been inspired by my peers and their leadership experiences. I've discovered more about myself, and where I want to go in the future, confident that I can lead effectively to empower others around me.



EVAN NEWNHAM

Eastern Health
Executive Clinical Director of
Acute Medicine

WCLP 2018 has unequivocally changed my world view, my approach to leadership in all areas of my life and made me a better person. I will be forever grateful for the opportunities this year has provided me and no doubt will continue to provide over the coming years of catch-ups.



CAROLYN NIKOLOSKI

Beyond Blue
Head of Policy and Primary Health
Network Engagement

Williamson has changed my life. I've developed a far greater understanding of myself, other people, and the complex world we live in. I now know what drives me, and I have the confidence and courage to stand up, and try to make the world a better place.



EMMA OLIVIER

Lochard Energy
General Manager Corporate Services

I think differently about my place in the world and the impact I can have. I feel energised about the possibilities of the future!



SARINA PERSALL

Crown Resorts
Senior Operations Manager,
Security Services

Williamson has provided me with a style of learning and development that I love... Inspirational guests, exposure to supportive and diverse networks and a challenge to my views that developed my critical thinking and deep listening. It has made me start to listen to what is not being said, an essential skill I didn't know was missing.



PETE PETERSON

Tennis Australia
Integrity Officer

The WCLP has highlighted to me how important it is to know your people. Everyone has a back-story, unique differences and life experiences. Take the time to listen and learn this about the people you work with. You don't have to be Facebook friends – just be present.



VILDANA PRALJAK

Vision Australia
Service Designer

This year I became a first time mum and completed Williamson – two major life events! It's been a transformative experience, an incredible opportunity to explore and examine my personal values and principles, test my assumptions about world and myself. I am now comfortable to be in that lonely, dark and dangerous space that leadership sometimes can be.



GUY PRITCHARD

Sustainability Victoria
Manager Climate
Change Coordination

Williamson has energised me to continue my leadership journey and to increasingly challenge myself to do more. The combination of leadership learning and exposure to community issues and the people addressing them is inspiring and gives me the confidence that it is possible to create the positive futures we want.



ANTHONY PRIVITELLI

DuluxGroup
Business Manager - Parchem Trade
Operations

Williamson has given me a deeper understanding of my value system, allowed me to self-reflect and proven how authentic leadership can drive positive change in a complex world. I've been humbled by the experience and exposure to such broad issues and will be forever grateful to have met such incredible people in my cohort.



PETER QUIGLEY

Westernport Water
Managing Director

Williamson has exposed me to some pretty amazing and inspiring people, and have added a great perspective to my professional and personal views on many issues and challenges we face as a society.



SUZY REDSTON

Austin Health
Medical Director and
Consultant Psychiatrist

This program has opened up parts of my mind that have been dormant for years. I have been more honest and vulnerable with these people than I ever have which has strengthened my understanding of myself and the way I think, how to find my own achilles heels when my buttons are being pressed to effect more sophisticated leadership.



SUDEEP SARAF

Alfred Health
Head of Community Psychiatry

The Williamson's program in a year exposed me to issues, experiences and people from diverse backgrounds that otherwise could have taken a lifetime. The learnings from discussions, deliberations and disagreements within the group will stay with me as valuable leadership insights.



MARY SAYERS

Victorian Council of Social Service
Deputy Chief Executive Officer

This year has been amazing, a time of great personal growth. The Williamson program has challenged my thinking and my ability to listen to other people's views and perspectives. The other participants and their leadership journey has inspired me greatly, along with the program format and access to a wide range of experiences.



ZEYNEP SERTEL

Ilim College
Principal

The journey I have taken with Williamson Leadership Program has increased my skills as a leader to a new level. The opportunities provided to look into different community issues, and have discussions with community leaders with varying expertise, allowed me to understand the needs of my community from different perspectives.



SHARON SHERWOOD

Peninsula Health
Operations Director & Chief Nursing
Officer Mental Health

Williamson has re-energised my ambition and helped me find new sources of inspiration to reconnect with who and what ultimately matters. I have developed new "breakthrough ideas" to solve leadership and organisational challenges to be able to face and guide my response to big external changes with confidence.



RAJIV SINGH

Honeywell
Engineering Director

This year has exposed me to so many perspectives on familiar and new issues affecting our communities. Most significantly, this year has helped build a sharp focus on adaptive challenges. Above all, I have had the privilege of learning in the company of a wonderful team of leaders.



ANDREEA SPOIALA-LAGOCKI

Forest and Wood Products Australia
National Marketing and
Communications Co-ordinator

I leave the safe space that my LV community has created feeling more confident and courageous. I have learned that leadership cannot happen in the absence of courage. Courage to lead by example, be authentic, celebrate my successes as well as my failures.



MIKAELA STAFRACE

Kidney Health Australia
Chief Executive Office (Former)

Participation in the Williamson Program has exposed me to people, situations and ideas that I might not have otherwise experienced. I have found the exposure to be extending at times, confronting at others, sometimes funny but never dull. I want to thank all the people who made this year such a rich and unique opportunity in the Williamson Program.



TOM STEWART

Victorian Funds Management
Corporation
Portfolio Manager

Through experiences across diverse social issues as well as specific leadership sessions, Williamson has given me new found perspectives that have progressed not only my leadership skills but also personal journey.



DAN STUBBS

Inner Melbourne Community Legal
Chief Executive Officer

I now know how my leadership can make an impact, listening is crucial to bringing others along and diverse perspectives make for the best most sustainable change. Leadership is done in many ways and I will facilitate the leadership of others to make this world a better, more inclusive place.



LAURA THOMPSON

Victorian Aboriginal Health Service
Population Health Manager

Williamson has opened up a new network of legends! All of whom want to excel and make a difference in the Community Leadership space. The diversity of the experience in the room means that together we can unite to support each other with our work and passions!



SARAH THOMSON

Goulburn Valley Water
General Manager Finance and
Customer Accounts

Williamson has provided the perfect forum to create long lasting and deep relationships with other passionate leaders who I am sure I will be reaching out to in future years for wisdom, support and guidance. I am really looking forward to seeing what we can achieve together!



JUSTINE TILLER

ANZ
Customer Lending - Retail & Small
Business Lead

Williamson has expanded my understanding across a wide range of leadership challenges we face as a society; helped me to become a more rounded, considered and reflective leader, and connected me with an incredible group of people from my Williamson cohort and alumni.



LINDA TIMOTHY

WorkSafe Victoria
Executive Director, External Affairs

Williamson gave me time to reflect on my own values and opened up new perspectives on what it takes to make positive changes in the community. I was privileged to be exposed to such a broad range of complex issues, meet a diverse range of inspirational leaders and recognise that purpose and passion enables anyone to lead anywhere, anytime.



MITHRA VILLANELO

KPMG
Partner

The program has taught me the importance of listening, storytelling and seeking diversity of thinking when making decisions as a leader. It has also taught me to make values based decisions and influencing change beyond the corporate world and in our communities.



BERNADENE VOSS

City of Port Phillip
Mayor

The Williamson Leadership Program has really made me think and act in a more deliberate, generous and sensitive way in my personal leadership journey. I have found the 2018 Williamson cohort an incredible source of inspiration and comfort. I know that many will continue to be lifelong collaborators in my Leadership Journey and I am thankful for that.



HEATHER WALKER

Cancer Council Victoria
SunSmart Manager

WCLP has accelerated my leadership journey by facilitating intense self-reflection around my values and who I want to be as a leader. Most importantly, Williamson has connected me to some incredible and fascinating people who I'm excited to continue my leadership journey with as the program comes to an end.



NATHALIE WEBB

Monash Health
Paediatric Urological Surgeon

WCLP has provided many opportunities to consider complex problems through different lenses, drawing on others' experiences and approaches, finding parallels in alternate contexts. Thought-provoking issues have been debated, offering novel perspectives reflecting the variety of lived experience, and unique relationships have been established, fostering invaluable peer learning.



STEPH WOOLLARD

Seven Women
Founder and Chief Executive Officer

Williamson has opened my eyes through the lived experience of visiting different industry bodies and meeting people in many different professions. Gaining a deeper understanding of how society works from all different aspects had empowered me to develop my future leadership vision and where best I can make a difference.



JANE YOUNG

North East Catchment Management Authority
Executive Manager - Leadership and Strategy

I feel that I won't truly recognise the impact of the Williamson program until after its completion, but it has opened my eyes to a range of wicked programs in a number of areas that I want to change immediately. On completion of the course, I really need to reassess where to focus my future leadership efforts.

We are proud to present the
2018
Folio Community
Leadership Program Graduates



CHARLIE ALLEN

Institute for Economics and Peace
 Director of Partnerships

Folio gave me courage to move to my current role as a peace builder with the Institute for Economics and Peace. Folio pushed me through to understanding I will never get it if I think I've got it. I will always continue to grow my leadership.



LIL BANKS

Windermere Child & Family Services
 Director Corporate Business

The Folio experience has provided me with greater attuned insight into who I am as a leader and the areas that I would like to develop further. I feel much more confident and informed to speak on a wider range of social issues and actively influence social change.



COLIN BELLIS

WorkSafe Victoria
 Director, Dispute Management Division

Humanity and humility; guts and grace; stones and stories; people and partnerships. These are just some of the thoughts that will now influence my leadership journey. Folio has encouraged me to look more deeply within, and to find new avenues to make an impact in the community through my leadership.



RAYLENE CARNIE

On Sabbatical
 Financial Inclusion Advocate/
 Consultant; Financial Services Project Implementation Specialist

After a long banking career, the Folio program has provoked and challenged my thinking, pushed me out of my comfort zone, tweaked my curiosity, and through deep reflection has guided my transition from the Corporate World to finding my niche in the Community Sector. Bring on the next challenge!



STEFAN DELANEY

University of Melbourne
 Associate Director Health & Safety

Folio has provided a unique opportunity for transformative insights into my leadership contributions through perspectives and experiences of presenters and especially the other Folio participants.



ALICIA DOLE

State Trustees
 Head of Information Services

Through Folio I have met with many leaders and have been impressed by their authenticity, passion and drive. This has broadened my perception of leaders and provided insight into the complexities of leadership. I am grateful for the opportunity to understand the importance of my values and authenticity in my leadership journey.



AMANDA DONOHOE

Servants Community Housing
 Chief Executive Officer

I have been exposed to new people and organisations and this has resulted in new connections and ways of thinking. Folio has challenged me to think more broadly, shifting from a silo mentality to include other sectors in looking for solutions to the problem of housing affordability.



ANTHONY GARNHAM

Beacon Foundation
 Director - Business Development

It has been the most engaging study I have done for 20 years - I have even thoroughly enjoyed the pre-reading. It has been interesting to get an awareness of broader social challenges and deepen my understanding of leadership, and particularly non-hierarchical community leadership.



TRAVIS GILBERT

Royal Flying Doctor Service
General Manager - Mobile
Patient Care

The Folio program has come at a pivotal time in my working life and provided invaluable skills for being a better leader. The exposure to new experiences and perspectives outside most people's normal sphere of life fuels the appetite to turn these new skills into building a better world.



GAVIN GREEN

Department of Justice and Regulation
Principal Legal Policy Officer

The Folio Community Leadership Program has challenged my values, exposed me to new ideas and pushed me well outside my comfort zone. The experience will help me lead more authentically and with greater confidence that I can impact areas outside my immediate expertise.



KATIE HOLMES

La Trobe University
Professor

It has given me the space and tools to think about the kind of leader I am and if, how and why I might change aspects of my leadership. It has broadened my understanding of the power of different kinds of leadership styles, their strengths and potentials.



SALLY JOHNSON

Department of Health and
Human Services
Manager Future Capability

Folio impact has been deeply personal and introspective, providing space and experiences to examine my beliefs, values and self-image. A wonderful opportunity to experience many facets of good community leadership. I leave with new friendships, stories, priorities and enormous gratitude to all who have been part of this program.



PATRICK MCGEE

Australian Federation of
Disability Organisations
National Manager Policy
Research and Advocacy

Folio has allowed me to understand my strengths and vulnerability when it comes to leadership. Through listening to other leaders, I have a stronger vision of the leader I would like to be and have developed strong connections with others that I hope to take forward with me.



JEFF TROMPF

QIC
Principal

Here I am, leading myself through the humility of replacing opinion with enquiry; recognising decency is innate, situation is imposed; acknowledging truth of displacement and its lived impacts. You can't buy breadth - you have to experience it, and through FCLP, what a breadth of experience we've had.



CAROLYN WHALAN

The Gathering Place
Manager

Folio has opened my eyes to who I am and the life experiences that have shaped me. I've learned there are all types of leaders and we each have a role to play, no matter how big or small it may be, we're all still an important part of the journey.



STUART WILSON

Monash Health
Director of Intensive Care

Folio has genuinely changed the way I think and lead within my own organisation and importantly has inspired an entirely new focus on the broader opportunities to apply such skills outside of the traditional workplace. It has been one of the most rewarding, enjoyable and valuable learning experiences that I've ever been involved with.

Meet me for tea



Meet me for Tea is a new initiative to bring participants together from different leadership programs to have the big conversations. At Leadership Victoria we believe having big conversations is vital to leadership for a better world. Recently people from the African, Wyndham Future Leaders and Williamson Community Leadership Programs were paired up and met for tea. We thought they had a lot to offer each other: in life experience, perspectives and how they each see leadership.

I think you'll agree, these photos speak for themselves and are hopefully the start of many good conversations working together for a better world.



Folio & Williamson Community Leadership Programs

2018 Selection Panels

ANDREW BAILEY (WCLP'16)

REFCL Tech Director
CitiPower and Powercor

DENNIS BANFIELD (FCLP '17)

General Manager
Tech Rentals Australia & South East Asia

LIZ BISHOP (WCLP'02)

Strategic Projects Manager
Leadership Victoria

LENA CIRILLO (WCLP'07)

Strategic Projects Manager
Leadership Victoria

STELLA CLARK (WCLP'97)

Executive Director
Stella Connect Pty Ltd

PIPPA CONNOLLY (WCLP'01)

Associate Professor (Practice)
Monash University

GRANT COSGRIFF (WCLP'16)

Executive Director
Triathlon Victoria

HELEN CURMI

Mentoring and Coaching Coordinator
Leadership Victoria

MATT DIXON (WCLP'17)

Assistant Director
Department of Premier and Cabinet (Vic)

NINA FROMHOLD (WCLP'16)

Manager, Community Engagement
Victorian School Building Authority at Department of
Education and Training, Victoria

PETER GLUSKIE (FCLP'13)

Director
Eagle Advantage Pty Ltd

SHERILYN HANSON (EBLP'10)

General Manager, Operations
Leadership Victoria

AYMAN ISLAM

General Manager
Islamic Council of Victoria

WARREN JENSEN (FCLP'15)

Assistant Director Regulation and Policy Operations
Department of Justice and Regulation

JAAP JONKMAN (WCLP'05)

Consultant
Conversant

STAN KRAPAN (WCLP'09)

Chief Executive Officer
Sustainability Victoria

JED MACARTNEY OAM (WCLP'05)

Chief Executive Officer
Independent Disability Services

ANGELA MARTYN (WCLP'01)

Director
Personal Financial Services

TONY MATTHEWS (WCLP'10)

General Manager, Leadership Development
Leadership Victoria

PAUL MURRAY (FCLP'15)

Head of Portfolio Management
Victorian Funds Management Corporation

JOHN ROGAN (WCLP'91)

Director
Rogan Strategy and Advisory Pty Ltd

JENNY SEMPLE (NECLP'18)

Consultant

GAIL SIRACUSA

General Manager, Engagement & Development
Leadership Victoria

Established in Victoria 30 years ago, Leadership Victoria reaches out across Australia, across our region, and further abroad.

We are a for-purpose organisation, comprising a network of more than 3000 committed people ... all exercising leadership.

Starting with the idea that better leadership leads to a better world, the LV network makes leadership progress on complex issues. Leadership is essential for the continued improvement of humanity and our planet.

So we reach out from our beginnings to create that better world. There's much more to be done.

Leadership Victoria, reaching out across the world.



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 to build a better world.

FOUNDATION PARTNER

HUGH WILLIAMSON FOUNDATION

MAJOR PARTNER



GOVERNMENT PARTNERS



Department of Premier and Cabinet
Department of Justice and Regulation

PARTNERS



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Zehnder
International

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**INSPIRE
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**CREATE
NETWORKS**

**DRIVE
CHANGE**

**FUTURE
MAKERS**