



2022

YEARBOOK



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WHO ARE *Tasmanian Leaders*

Our purpose

Tasmanian Leaders strengthens leadership and networks to contribute to Tasmania’s socio-economic vibrancy.

Our guiding principles



Diversity in people,
perspective and
opinion



Integrity
in everything
we do



Courage
to make
a difference



Exceptional
leadership
beyond self



Commitment
to create a
better world



Inclusive
programs
and practices

Strategic Direction 2022-2024

Leadership development

GOAL

To be leaders of excellence in leadership design and delivery

STRATEGIES

1. Maintain excellence in the design and delivery of all our programs with TLP at the core.
2. Expand the number of leadership offerings that meet agreed criteria.

Effective networks

GOAL

Maintain and enhance connectedness across all sectors and in all regions of Tasmania.

STRATEGIES

1. Maintain the Tasmanian Leaders Network, and associated activities and events, as our primary strategy for connectedness.
2. Build and extend our network in meaningful ways.

Thought leadership

GOAL

Influence positive change by generating new thinking.

STRATEGIES

1. Establish a focus on generating new thinking and grappling with new ideas.
2. Seek opportunities to encourage our Network to influence Tasmania’s future.

Governance

GOAL

Exercise effective governance to achieve goals.

STRATEGIES

1. Manage and build the resources for our long-term sustainability.
2. Continually assess our performance.

WELCOME

from the Chair

As I pause to reflect on the past twelve months, I delight in the continued legacy of Tasmanian Leaders through our programs, events and activities.

In a busy year for the organisation, 2022 saw the delivery of the 16th Tasmanian Leaders Program, our core business, which is now flanked by more compact programs including three I-LEAD's tailored to sectors with emerging needs for leadership, and the ever-popular Dare to Lead™.

Last year also saw the organisation continue its growth trajectory with the delivery of community response programs — Leading Australian Resilient Communities (LARC) and Drought Resilience Leaders Development Program (DRLDP) — and Connect, helping new or returning Tasmanians to settle and succeed on our island state.

Alongside these programs, our 2022 schedule of activity saw the return of in-person events for members of the Tasmanian Leaders Network who now number over 600. Connecting and leveraging this enormous asset for Tasmania's benefit remains a key priority of Tasmanian Leaders. One activity that explicitly sought to do this was our 2022 Polarisation Thought Leadership Project. Designed to further understand how our Network members are experiencing polarisations, within their personal and professional roles, and how we might better support their leadership efforts in this context. Contributing to an emerging field of knowledge on this topic is something we are particularly pleased with, and I encourage you to read more about this project on page 44.

In 2022 the focus of the Board remained on quality and integrity in all that we do. A special thanks to our current members, highlighted on page 49, with particular thanks to one of our founders John Perry who after an extraordinary service of eighteen years stepped down from the Board to focus on other interests.

The Tasmanian Leaders Board are supported by numerous volunteers who support our governance efforts via our subcommittees, working groups and as volunteer speakers, facilitators, champions and mentors. None more so than our Residential facilitators, Bob Campbell and Lynda Jones, who with our CEO, design and deliver one of the critical pillars of the Tasmanian Leaders Program.

Thanks also to the staff of Tasmanian Leaders, led by our CEO Angela Driver TLP3, who work with an impressive group of volunteers and consultants including our executive coaching team Jill Currey, Greg Jemsek, Ben Pangas and Steve Willing TLP3.

The Tasmanian Government continues as our foundation supporter, and together with participant and employer contributions and the generous support of our highly valued sponsors and donors, ensure our programs remain affordable, accessible and highly effective in developing more connected and competent leaders.

Special thanks to our major partners: KPMG, NRMA, and WIN Television and our program partners: Federal Group, Nekon, Tasmanian Hospitality Association, TasNetworks and the W.D. Booth Charitable Trust. To see a full list of partners please visit page 55.

Leadership is an action. It requires others and must be collective. On that note, we are proud to acknowledge everyone who has enabled a successful 2022 as highlighted throughout our 2022 yearbook and those who are exercising leadership under the radar.

Rob Woolley
Chair
Tasmanian Leaders



“Leadership is an action. It requires others and must be collective.”

ACTIVITY *in 2022*

9

PROGRAMS



TASMANIAN LEADERS PROGRAM

I-LEAD NOT-FOR-PROFIT

I-LEAD TOURISM & HOSPITALITY

I-LEAD WOMEN IN INDUSTRY

DARE TO LEAD™ LAUNCESTON

DARE TO LEAD™ HOBART

LEADING AUSTRALIAN RESILIENT COMMUNITIES

CONNECT

DROUGHT RESILIENCE LEADERS DEVELOPMENT PROGRAM

146

NEW GRADUATES



650

TOTAL GRADUATES 2007-2022

➔ 294

PARTICIPANTS



234

VOLUNTEER SPEAKERS & FACILITATORS



26

SCHOLARSHIPS
VALUED AT \$23,971

38

EVENTS




LEADERSHIP + LEGACY SYMPOSIUM


LINKING WITH A LEADER

NETWORKING EVENTS

THOUGHT LEADERSHIP WORKSHOPS

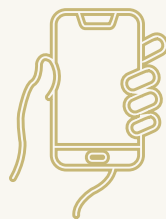
GRADUATIONS

 4,740

 4,265

 1,972

SOCIAL MEDIA FOLLOWERS



➔ 1100+

ATTENDEES

MESSAGE

from the CEO

In my 11th year of service to Tasmanian Leaders, I am exceptionally humbled by the growth we have achieved as an organisation, the growth we have witnessed in participants and the legacies we are leaving across Tasmania.

Hopefully the TLP participant profiles (pages 18-29) and I-LEAD testimonials (pages 32-37) go some way in demonstrating the impact participants experience immediately post program while the results of our Pulse Survey (page 48) highlight how our graduates are continuing to contribute to the Tasmanian community, long after graduation.

Two statistics from this survey highlight the value of our programs and contribution of our graduates:

1. 94% of respondents said they had applied a learning, or model, from their leadership program in the past twelve months.
2. Across 197 respondents, on average, graduates spend 6.9 hours per week in voluntary work. Extrapolated across a year, that's a contribution to the Tasmanian community of 45,864 hours per year, representing an economic contribution of 2.6 million dollars.

There is much to be taken from these figures which show that graduates are applying the tools they gain in our programs and are also exercising leadership above self to support Tasmania's socio-economic vibrancy. Demonstrating both the effectiveness and impact of our programs.

Our small and high-performing team consistently outperform the high expectations we hold, and it has been a delight to work alongside Sarah Cooper, Simone Hackett I-LEAD2018, Magdalena Lane and Donna McDermott TLP12 as the core team. Together we have delivered a record number of programs and events further extending our reach and impact.

Our work is motivated by the stories of courage and humility from the people we meet and the conversations we convene. As the world continues to be a fragile place, we are more determined than ever to ensure Tasmanian leaders have capacity and connections to support them to tackle their most adaptive and systemic issues.

This passion has been recognised by industry groups and national organisations approaching us to support the development of their leaders and we were particularly delighted with the partnership with the Australian Rural Leadership Foundation to deliver two place-based programs for the north west and east coasts of Tasmania.

As Lao Tzu says, "A leader is best when people barely know they exist". The work we do is not about us. It is about our participants and the world they want to create and pass on to the next generation of leaders. And so, now it is up to them to be the change they want to see in the world.

We remain supportive to walk alongside our participants and the Tasmanian Leaders Network is ready to champion their success as they go forth and create ripples of change across Tasmania and further afield. Now, more than ever, we need courageous systems focused leaders, and after our 2022 activity we now know Tasmania has 146 more of them.

Angela Driver
Chief Executive Officer
Tasmanian Leaders



“Our work is motivated by the stories of courage and humility from the people we meet and the conversations we convene.”



TLP16 2022

The 2022 Tasmanian Leaders Program was comprised of seven Linking Sessions and three multi-day Residential co-designed and facilitated by Bob Campbell, Angela Driver and Lynda Jones.

Residential Retreats

<i>Session</i>	<i>Where</i>	<i>Date</i>
Opening Residential	Strahan Village, Strahan	Thursday 17 February – Sunday 20 February
Mid-Year Residential	Freycinet Lodge, Freycinet	Friday 24 June – Sunday 26 June
Closing Residential	Cradle Mountain Hotel, Cradle Mountain	Friday 18 November – Sunday 20 November

Linking Session One

INNOVATION AND INDUSTRY

Burnie: 17 – 19 March 2022

Leadership story	Dale Elphinstone AO , Executive Chairman and Founder, Elphinstone Group	Presenter
	John Ranicar TLP2 , Managing Director, The Forager Food Co.	Presenter
Panel: Clusters and regional innovation: case studies in collaboration	Tom Lewis TLP1 , Director, RDS Partners	Facilitator
	Leigh Kennedy , General Manager Hydrogen, National Energy Resources Australia	Panellist
	Ray Mostogl , CEO, Tasmanian Minerals, Manufacturing and Energy Council	Panellist
	Kim Seagram AM , Chair and Co-founder, Fermentas	Panellist
Panel: Women in industry: the diversity journey and path forward	Shona Arnold TLP4 , Finance and Compliance Manager, Stubbs Construction	Panellist
	Suzie Coughy , WHS Manager, Hellyer Gold Mines	Panellist
	Kelly Elphinstone , Executive Director, Elphinstone Group	Panellist
	Jessica Richmond , Partner, Ellis Richmond	Panellist
Regional innovation: case studies in collaboration	Tom Lewis TLP1 , Director, RDS Partners	Presenter
Reimagining the region: How the Cradle Coast is paving the way to new economic futures	Deanna Hutchinson , PhD Candidate, Centre for Social Impact, Swinburne University of Technology	Presenter
Site visit: Brandsema Tomatoes	Anthony Brandsema , Owner	Host
Site visit: Elphinstone	Malcolm Watkinson , Operations Manager	Host
Site visit: Hellyers Road	Matt Ryan , Production Manager	Host
Site visit: Mount Gnomon Farm	Guy Robertson TLP5 , Owner	Host
Site visit: TasPorts	Mick Hartwell , General Manager Operations, TasPorts	Host
Workshop: How lean creates innovation in industry	Clynton Jaffray TLP4 , Director and Lean Coach, Productivity Improvers	Presenter



Linking Session Two

GOVERNANCE IN TASMANIA

Launceston: 8 – 9 April 2022



Democracy in danger: what are the threats to our political institutions and are there any solutions?	Matt Killingsworth , Head of Politics and International Relations, School of Social Sciences, University of Tasmania	Presenter
Governance and government accountability and transparency	Bob Rutherford , former Deputy Secretary of Industry and Business Development, Department of State Growth	Presenter
Leadership story	Rodney Croome AM , LGBTQI+ Equality Advocate	Presenter
Panel: Governance in Tasmania: what are the structural issues and where are the policy and reform opportunities?	Courtney Greisbach , Communications Manager, Private Forests Tasmania	Facilitator
	David Adams , Pro Vice-Chancellor, Community, Partnerships & Regional Development and Professor of Management, University of Tasmania	Panellist
	Sue Smith AM , Former member of the Legislative Council and President of the Local Government Association	Panellist
Welcome to Launceston	Corey Martin , Editor, The Examiner	Panellist
	Mayor Albert Van Zetten , City of Launceston	Presenter
Workshop: Helping humans flourish and organisations thrive	Andy Goodacre , Director, Life in Colour	Presenter
World café: Question time with our political leaders	Ruth Forrest MLC and TLP5 , Independent Member for Murchison	Panellist
	Mayor Mary Knowles OAM , Northern Midlands Council	Panellist
	Michelle O'Byrne MP , Labor Member for Bass	Panellist
	Tim Walker , Councillor, City of Launceston	Panellist

Linking Session Three

THE TASMANIAN COMMUNITY

Risdon Vale: 13 – 14 May 2022

Conscious GRIT for leaders	Gail Eaton-Briggs , Speaker, Author, Facilitator	Presenter
Leadership story	Rosalie Martin TLP6 , Speech Pathologist, Criminologist, Courage and Renewal Facilitator, and 2017 Tasmanian Australian of the Year	Presenter
Panel: Debriefing our prison experience at the Southern Remand Centre	Ian Thomas , Director of Prisons, Tasmanian Prison	Host
	Rod Wise , Deputy Secretary, Corrective Services	Host
	Pauline van Adrichem , Director, Community Corrections	Host
	Michael Daly , Deputy Chief Magistrate Tasmania	Host
Panel: Tasmanian community changemakers: courage and advocacy	Mitch McPherson , SPEAK UP! Stay ChatTY	Panellist
	Tamar Cordover , Compass	Panellist
	Sharon Corvinus-Jones , Kentish Regional Clinic	Panellist
	Will Smith , JCP Youth	Panellist
Panel: The Tasmanian Community: the good, the bad and the ugly	Richard Ecclestone , Director, Tasmanian Policy Exchange, Professor of Political Sciences, University of Tasmania	Panellist
	Danny Sutton , CEO, Colony 47	Panellist
	Meg Webb MLC , Independent Member for Nelson	Panellist
Site visit: Ron Barwick Medium Security Prison and Mary Hutchinson Women's Prison	Rod Wise , Deputy Secretary, Corrective Services	Host
Welcome to Country	Dewayne Everettsmith , Cultural Unit Coordinator, Tasmanian Aboriginal Centre	Presenter



Linking Session Four

THRIVING ON THE ISLAND IN 2030

Devonport: 29 – 30 July 2022



Creating resilient futures	Paul Ryan , Director, Australian Resilience Centre	Presenter
Leadership story	Kathy Schaeffer , Non-executive Director, various	Presenter
Panel: Devonport Living City	Mayor Annette Rockliff , Devonport City Council	Panellist
	Darryn Smith TLP4 , Business Development Manager, Fairbrother	Panellist
Panel: Island Culture – a vision for 2030	Vernon Guest , CEO, Ten Days on the Island	Panellist
	Jessie Pangas TLP15 , Manager Arts and Culture, Central Coast Council Tasmania	Panellist
Panel: Net zero, opportunities and challenges	Erin van Maanen , Corporate Finance Lead, Marinus Link	Panellist
Panel: What workforce growth and change is needed for Tasmania looking to 2030?	Kieran Rimmelzwaan TLP10 , Northern Construction Manager, Vos Construction	Panellist
	James Hills , Centre Leader, Tasmanian Institute of Agriculture	Panellist
	Danielle Kidd TLP9 , Program Manager, West North West Working	Panellist
	Kim Houghton , Chief Economist, Regional Australia Institute	Panellist
Bec Ellston , Tasmanian Executive Director, Property Council of Australia	Panellist	
Tasmanian State Service looking to 2030	Jenny Gale , Secretary, Department of Premier and Cabinet	Presenter
The importance of branding for Tasmania as we look to 2030	Todd Babiak , CEO, Brand Tasmania	Presenter
What are the visions we have set for Tasmania	Felix Ellis MP , Liberal Member for Braddon, Parliamentary Secretary to the Premier	Presenter

Linking Session Five

CHALLENGES AND OPPORTUNITIES FOR CULTURAL DIVERSITY

Hobart: 26 – 27 August 2022

177 Nations of Tasmania	Mark Thomson , Podcast Creator, 177 Nations of Tasmania	Presenter
	Kadir Karakok , Podcast Speaker, 177 Nations of Tasmania	Presenter
	Darya Kuznyetsova , Podcast Speaker, 177 Nations of Tasmania	Presenter
A migrant story	Cecelia Catherine Lopy , Author of Beyond the Shadows	Presenter
Embracing the skilled migrant resource	Renee Woodhouse , Director, Global Education and Migration, Department of State Growth	Presenter
Leadership story	Naomi Edwards , Chair, Spirit Super	Presenter
Music from around the world	Jonievis Kamara , musician and dancer	Performer
	John-Zion Kamara , musician and dancer	Performer
	Jonavia Kamara , musician and dancer	Presenter
Panel: Migrant employment – barriers and success stories	Michael Sylvester , CEO, Blueline Laundry	Panellist
	Paul Hollingsworth , CEO, Lightning Protection International	Panellist
	Pratiti Amin , Deputy Director, Citizen Tasmania	Panellist
Unconscious bias and privilege	Robin Banks , former Anti-Discrimination Commissioner, Equal Opportunity Tasmania	Presenter
Understanding cultural awareness	Nikita Mobed , Citizen Tasmania	Panellist
	Barsha Thapa , Citizen Tasmania	Panellist
World café: Success stories from Tasmanian migrants	Mike Dutta , Councillor, City of Hobart	Panellist
	Jason Xu , Director of International Business, 888 Fortune Enterprise	Panellist
	Divya Bhat , Business Analyst, GSD Advisors	Panellist
	Can Seng Ooi , Professor in Cultural and Heritage Tourism, University of Tasmania	Panellist



Linking Session Six

POLARISATION IN TASMANIA

Launceston: 23 – 24 September 2022



Panel: Polarised Tasmania – what does the future hold?	Philip White TLP16 , Chief Technology Officer, AQ1 Systems	Panellist
Aboriginal Perspectives: How Tasmanian Aborigines were swindled	Michael Mansell , Chair, Aboriginal Land Council of Tasmania	Presenter
Leadership story	Martin Rees , Owner, Spikeybridge Consulting and Vineyard	Presenter
Managing workforce polarisation	Kate Presnell , Managing Director, Kate Presnell Bodyworks	Presenter
	Jane Bennett , Chair, Hop Products Australia	Presenter
Panel: Competing interests – development, environment and heritage protection in Tasmania	Senator Nick McKim , Australian Greens Senator for Tasmania	Panellist
	John Perry , Coordinator-General, Office of the Tasmanian Coordinator-General	Panellist
	Errol Stewart , Managing Director, JMC Automotive	Panellist
Panel: Polarised Tasmania – what does the future hold?	David Adams , Pro Vice-Chancellor, Community, Partnerships and Regional Development and Professor of Management, University of Tasmania	Facilitator
	Kennedy Clarke TLP16 , Head of Capital Planning, Hydro Tasmania	Panellist
	Kelsey Timms TLP16 , In-house Trades and Project Manager, St. Joseph Affordable Homes	Panellist
	Michael Phillips TLP16 , General Manager, Alpha Electrics	Panellist
Panel: Two Tasmania's? Key issues and trends relating to polarisation in Tasmania	David Adams , Pro Vice-Chancellor, Community, Partnerships and Regional Development and Professor of Management, University of Tasmania	Panellist
	Lisa Stafford , Social Researcher ARC DECRA Fellow, University of Tasmania	Panellist
	Kym Goodes , Principal, 3P Advisory	Panellist
Workshop: Biology, boundaries and self-led conversations	Polly McGee , All Purpose Human Being, Anima Mundi	Presenter

Linking Session Seven

FUTURE OF AFFORDABLE HOUSING

Hobart: 21 – 22 October 2022

Are we building Tassie up? or building Tassie out of reach?	Ben Wilson , CEO, Centacare Evolve Housing	Panellist
	Justine Brooks TLP11 , Director/Planning Manager, PDA Surveyors, Engineers & Planners	Panellist
	Helen Burnet , Councillor, City of Hobart	Panellist
Leadership story	Ginna Webster TLP2 , Secretary, Department of Justice	Presenter
Panel: Reimagining the Australian dream – what does the future of housing hold?	Catherine Robinson , Associate Professor in Housing and Communities, University of Tasmania	Panellist
	Ben Bartl , Principal Solicitor, Tenants Union of Tasmania	Panellist
	Maria Yanotti , Senior Lecturer in Economics, University of Tasmania School of Business and Economics	Panellist
Site visit: South Hobart Co-housing Cooperative	Linda Seaborn , Founder, South Hobart Co-housing Cooperative	Host
The politics of housing	Lara Alexander MP , Liberal Member for Bass, Parliamentary Secretary to the Minister for State Development Construction and Housing	Presenter
Workshop: Decision making styles and bias	Angela Driver TLP3 , CEO, Tasmanian Leaders	Facilitator
Workshop: Futures stories for housing in Tasmania	Katy Cooper , Director City Futures, City of Hobart	Facilitator



VALEDICTORY SPEECH

Karen Marr

Thank you all for coming along to the Tasmanian Leaders Program Graduation Ceremony. I am Karen Marr from the Department of Justice and I will be your valedictorian speaker for this afternoon, it's an honour to deliver it on behalf of the TLP16 cohort, and I thank the group for the opportunity to do so.

For me, the main reason for applying for the Tasmanian Leaders Program was to gain a better understanding of 'Leadership'. Not just leadership, but good leadership. I wanted to further explore what that looks like for me going forward and in the context of Tasmania, given the unique challenges and opportunities it presents us. Another reason was to participate with 23 other people from diverse backgrounds and sectors. Being a public servant for the last sixteen years, I felt I needed the injection of not-for-profit and private sector energy that I could absorb and process. These reasons, along with having the backing of my employer granted me permission to seek answers and undertake experiences that could translate into learnings I could later return to my workplace. I was one of 24 fortunate people to be accepted into the Tasmanian Leaders Program 2022, TLP16.

Over my 24-year career to date, I've struggled with the concept of leadership, because it's so intangible. It's something you can't see. It's something you can't hear. It's something you can't touch, nor taste. To add to the confusion, sometimes a person can be labelled a leader without necessarily running the merit gauntlet.

The Oxford Dictionary tells us that Leadership is defined as "The action of leading a group of people or an organisation."

Well, what does that actually mean?

When TLP16 first met at Strahan Village for the opening Residential, people were naturally nervous and awkward as we arrived and introduced ourselves to each other, and of course being Tasmania, some people were already acquainted via other dealings in the past, me included. Not all participants had been living in Tasmania that long, hence their international and interstate backgrounds were refreshing. We received the results from our Myers-Briggs Type Indicator assessments that we undertook prior to the Residential where I discovered mine mapped to The Simpsons character Ned Flanders and I was an extrovert, just. Being tasked with plotting major events against world and Tasmanian timelines forced us to reflect on what stood out in our memories, how much attention we paid in social science and history at school and what was important to us personally during those periods. Fond memories were triggered for me when Tasmania hosted the World Rowing Championships in 1990, at Lake Barrington where my family and I spent the week. Both my grandparents were officials and my cousins, sister and I collected every rower's autograph possible (if only eBay was around then). A common theme from this activity was that the group largely identified the same or similar controversial events. This reinforced to me the unique challenges Tasmania has faced over the years and still does to some degree.

At Strahan we were also tasked with forming our own Learning Sets, this was a three-stage process to ensure the greatest diversity of four groups of six people. It was no surprise that I initially buddied up with a male from the private sector and from Somerset as it turns out! The first evening over dinner we shared an artefact and story about ourselves with the group. I observed some people being guarded, some uncomfortable and some very passionate. As usual, I didn't volunteer myself to go first, but last and I saw this as an opportunity to share with the group a painful past event and how my love of music has enabled me to press on with life and keep a healthy mind. It was important to me that the people I was to spend a large part of my life with the next ten months knew that I was imperfect, yet genuine.



“I wanted to further explore what that looks like for me going forward and in the context of Tasmania, given the unique challenges and opportunities it presents us.”

We experienced some excellent Linking Sessions beginning in the north west of the state, which is the one I personally enjoyed the most. Not only was the weather superb that weekend, but the entrepreneurship and intelligent industry players we met were second to none. However, it was during the mid-year Residential at Freycinet I started to feel I was picking up the spanners and lifting the bonnet on some of my blind spots to unlock growth, but unusually I was ready for it and willing to tackle them albeit good, bad or indifferent, I guess I felt safe to do so.

The Immunity to Change exercise tapped into some excellent insights for me personally and I later used that tool in my executive coaching sessions to explore it all further as a part of my professional and personal development.

Throughout the year each Learning Set ran their own linking sessions, and it was this exercise that made it clear to me how professional and resourceful TLP16 are. I particularly liked the polarisation session in Launceston by the Travelling Tigers, where not only the food was amazing, but I observed some strong views by TLP16 members, challenging both each other and some speakers. I considered this healthy debate and was surprised we didn't have more of it. All leadership stories possessed a common theme of not giving up, not taking no for an answer and staying true to your values no matter what. As the time in the program went on, many of the cohort were reporting parish notices to the effect of job promotions, engagements, company acquisitions, Tasmanian Australian of the Year nomination etc. While we were getting tired from the year, our demanding day roles, family life and extensive travel, we all grew more supportive for one another and looked forward to catching up every month.

Our last Residential at Cradle Mountain was slower paced. It was here that the penny finally dropped in that there was a reason the program obligated us to travel five hours to turn around and start at 10.00 am and gobble up our weekends every month. We provided and received feedback from our Learning Sets and an echoing theme in my feedback was not to hold back so much and offer what I have. It was some of the most meaningful feedback I have received.

We reviewed the letter that we wrote to ourselves at Strahan and reflected on our initial set objectives in the program. Prior to opening mine, I couldn't remember what I wrote back then as it had been long superseded by much bigger picture thinking that I no doubt developed along the journey. We then meditated to meet up with our 20-year old selves. This exercise triggered emotion, not only within myself, but with others as we later shared as a group. I was moved by what people said about their loved ones and held back my tears as I sensed their sentiment. I wondered to myself what artefact and story people might have shared if we were to do that again, ten months on at Cradle Mountain.

While the definition of success is subjective, to me it was irrefutable that those leaders and entrepreneurs we encountered along the way fit this definition to a tee. They don't take no for an answer and evolve their businesses to suit current market conditions, sometimes to stay afloat. They are dynamic in their thinking and have multiple aces ready to play. It was clear to me that those people question the status quo and challenge themselves and others to continually do things better in order to achieve.

So, I return to my two main objectives in applying for the program: understanding good leadership. Well, I've realised that leadership is felt. It's a sense in your gut. Good leaders are consistent, feel, show emotion and are true to themselves, and that's in fact what makes you a leader. Leadership is a gift, but it is also a responsibility.

Is it good to sit back and just listen? I held back a bit, there was a reason I didn't offer too much nor go first with anything. I was observing all of you, listening to what you said and respecting your views all while finding a connectedness between us. Needless to say, I obtained my second objective in entering the program, I was privileged to participate with 23 remarkable people from different industry sectors and geographical locations. Whether or not you realise, I learnt a lot from all of you and what you chose to share with me personally and to the broader group. You are all leaders and Tasmania needs you.

Thank you TLP16. Thank you Tasmanian Leaders Program for this wonderful experience.

Karen Marr
Director
Project Management Branch
Department of Justice

Graduates



“TLP provided me with a unique opportunity to dive deep into understanding my leadership style and myself – how I function in my team, my work and society.”

Erin Buttermore

**Director
Strategy and Culture**

*Recipient of the Tasmanian Leaders’
Small Business Scholarship*

Erin is a strategy consultant and executive coach. Over more than twenty years, her work has encompassed senior executive and leadership roles in export trade and international relations, climate change, tourism, education and skilled migration across the public, private, and non-profit sectors. Erin helps leaders go from good to great by developing the strategy they need to succeed and the organisational culture they need to achieve it. A passionate foodie, Erin loves cooking international dishes with a Tasmanian flair.

The TLP experience is practically a rite of passage for Tasmanians. Since beginning the program, I have been astonished by how many people have mentioned that they have previously taken part. The greatest benefit of TLP is the connections that it builds between people. I will leave with strong bonds not only with the other participants, but also several of the presenters. The curriculum was a chance to go deeper on an array of topics that I continue to be curious about, in diverse settings across Tasmania.

The past twelve months have been pivotal for my fledgling small business, and TLP has been instrumental in that. I will consider many of the learnings from the program as I embark on the next stage of business growth. In a complex adaptive system, nothing is certain, but the outcomes are sensitive to initial conditions, and pathway dependent. TLP has sown many seeds and I will reap harvests in years to come. In the short term, I am embarking on a pathway to a PhD about women’s experiences of the impostor phenomenon. ■

Melissa Britt

**State Manager
AgriLabour Australia**

Melissa is the State Manager at Agri Labour Australia which is an agriculture labour hire company. Before this Melissa spent ten years in the employment services sector working in a variety of different roles from Receptionist to Site Manager. Melissa thrives in high-pressure, fast-paced work environments, and loves trying new things. Melissa is always looking for different ways to challenge herself in her professional and personal life. Melissa also has a keen interest in inspiring others around her to continually evolve.

TLP has encouraged me to look more widely at the world and my place within it and what my purpose in life is. It provided me with a unique opportunity to dive deep into understanding my leadership style and myself — how I function in my team, my work and society. It has inspired me to look more widely at the world in terms of my place in it, the role I take, the values I hold and how I can contribute every day in a more impactful and positive way. There is nothing more powerful than being in a room full of equally motivated and passionate people.

In reflecting on the journey, I have found that while there was no earth-shattering ‘ah-ha’ moment for me during the program, the knowledge, and learnings that I have taken to my life and workplace have had a deep impact on how I view myself in the world, my work and my relationships. I have found that small changes have ‘crept’ into the everyday: a decision here, a response there, and taking a chance that perhaps before the program I would not have taken. I am excited for the future and where it will take me. ■



“TLP has sown many seeds and I will reap harvests in years to come.”



“With guidance from wise facilitators and my fellow participants, I can sense a more grounded, curious and strategic leader emerging.”

Sophie Calic

Transition to Work Manager Workskills Tasmania

On entry into the program: Community Participation Coordinator, City of Hobart

Sophie is an energetic and intuitive leader with a persistent focus on building positive communities. Diverse leadership experience across community development, sustainability, education, small business and employment has provided Sophie with the opportunity to drive significant change throughout her career. In her current role, she loves seeing young people uncover their strengths and achieve their goals. Sophie is known for her extensive professional networks, high level of attention to detail and capacity to drive innovative action.

On that first (daunting!) day in Strahan, I was thrilled to find myself in a room full of brilliant people with curious minds and open hearts. With so many concepts to understand, inspiring leaders to emulate, skills and tools to adopt, and Tasmanian challenges to tackle, at times I did not know where to start. I am grateful for the space to reflect, the push to create and the support to achieve. With guidance from wise facilitators and my fellow participants, I can sense a more grounded, curious and strategic leader emerging.

TLP has given me greater insights into the complex issues facing Tasmania and a wide range of skills to play my part in shaping our future. I have developed courage and a deeper sense of purpose. I can now clearly see the unique strengths and values I bring as a leader. This has already given me the confidence to take on significant new challenges and I am quietly excited about continuing this growth trajectory. My focus now is on building my teams' capacity to have a lasting impact on the lives of young Tasmanians. ■

Kennedy Clarke

Head of Capital Planning Hydro Tasmania

On entry into the program: Senior Leader, Hydro Tasmania

Kennedy is currently employed by Hydro Tasmania to over-see the future capital investments required to ensure hydro power generation is safe and secure, long into the future. Graduating from the University of Tasmania as an electrical engineer, Kennedy worked on Tasmania's distribution network before moving into consulting with GHD (Hobart, Perth, Melbourne). A career shift saw Kennedy move into project management working with Snowy Hydro (Melbourne) for six years before moving back to Hobart to work for Hydro Tasmania.

My TLP experience opened my eyes to diversity of opinion, thought and process. As a nerdy engineer, TLP gave me real insight into the value of diversity within the context of Tasmania and our need for strong and diverse leadership. It showed me that we are surrounded with challenges that require adaptive thinking and solutions. The program has given me a suite of leadership and self-diagnostic tools to face the next chapter of my leadership journey with a fantastic new network of individuals.

I am very privileged to hold a senior role within Hydro Tasmania, a company which has great historical meaning to Tasmania and will be a key influencer for the renewable transition in Australia. As such, the systems thinking and adaptive problem-solving exposure at TLP has set me up to be more influential and thoughtful in the future opportunities that will be available over the next decade. I am thrilled to be part of the bigger picture and to influence the future prosperity of Tasmania. ■



“TLP has given me a suite of leadership and self-diagnostic tools to face the next chapter of my leadership journey with a fantastic new network of individuals.”



“Following the TLP experience, I feel that I am better equipped to apply thought leadership ideology from the different strategies we workshopped in the group.”

Katie Cooley

**Chief Operations Officer
Masonic Care Tasmania**

Katie is an executive manager with fifteen years’ senior management experience in pharmacy and aged care. Katie is committed to delivering customer solutions with a focus on business development, innovation, building collaborative partnerships and engaging team members to achieve business outcomes.

The TLP experience was extremely valuable to me as it provided me with insight and key learnings into the Tasmanian community. As a newcomer to Tasmania, the program helped me better understand workforce and culture challenges and created the opportunity to network with like-minded colleagues to work together and develop strategies to contribute positively to the community.

Following the TLP experience, I feel that I am better equipped to apply thought leadership ideology from the different strategies we workshopped in the group. With a greater understanding of the community and the challenges we face, I feel I will be better equipped to engage workplace culture and partner with communities for more effective and meaningful outcomes. ■

Elaine Devlin

**Acting Director
Open Arms – Veterans and Families
Counselling Service**

On entry into the program: Assistant Director Clinical Operations, Open Arms – Veterans and Families Counselling Service

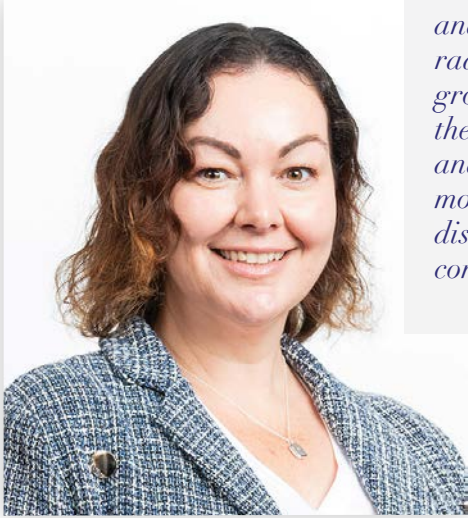
Elaine is a psychologist with a passion for strong leadership in the health sector and an interest in trauma informed service delivery and practice. She has held diverse leadership roles in state and commonwealth government, as well as clinical settings. Elaine leads a team of mental health clinicians at Open Arms – Veterans and Families Counselling Service, regarded as Australia’s leading provider of high-quality mental health assessment and clinical counselling services for veterans and their families.

I have found the Tasmanian Leaders Program to be inspiring and motivating. The program provides the opportunity to connect with diverse, talented and passionate people from across the state. It provides a unique learning opportunity, with a Tasmanian lens that few other programs provide. The immersive aspects I found to be most valuable. They provided a rare opportunity to step out of day-to-day operations, to reflect, learn and re-energise. It has been a genuine privilege to hear from many speakers about their experience of leadership.

Completing TLP has reinforced my desire to impact change and seek opportunities to continue to grow as a leader. I will be actively seeking future opportunities that excite, challenge and enable me to positively impact the wellbeing of individuals and communities. ■



“The immersive aspects I found to be most valuable, as a rare opportunity to step out of day-to-day operations, to reflect, learn and re-energise.”



“TLP encourages and expects radical mindset growth, and the challenges and potential moments of discomfort that come with that.”

Bella Fountain

**Senior Housing Advisor
The Hon Julie Collins MP, Australian
Federal Government**

On entry into the program: Manager Housing Reform and Strategy, Colony 47

*Recipient of the Tasmanian Leaders’
Not-for-profit Scholarship*

Bella is passionate about creating settings in which Tasmanians can thrive. Starting in real estate, Bella shifted her focus to the community, working with Neighbourhood Houses before joining Colony 47 in Hobart. In her five years with Colony 47, Bella moved from operational management into executive roles managing housing programs, government reforms and the development of Colony 47’s housing strategy. Bella is currently working as a Senior Advisor to the Federal Minister for Housing and Homelessness.

The Tasmanian Leaders program provided me the space, settings and structure to challenge and expand my leadership skills. It also encourages and expects radical mindset growth, and the challenges and potential moments of discomfort that come with that. I have enjoyed every moment and leave the program grateful for the opportunity.

After TLP I hope to continue to be a leader that is curious, listens first and deeply cares about the people and the community I lead in and for. I feel supported, inspired and connected to my TLP16 peers, who I know will go on to do amazing things for Tasmania. ■

Matthew Gangell

**Manager Asset Accounting
TasWater**

Matthew is a committed and driven professional. Using his financial and customer service backgrounds, Matthew focuses on delivering his best to the Tasmanian community through his work. Having worked in large Tasmanian and national organisations, Matthew understands the impact an individual and organisation can have on the community it operates in.

Undertaking the program in 2022 has provided a step change in my leadership abilities and approach. Having undertaken the program with an inspiring group of peers has enriched the experience and learnings for me. The immersive experience of the program is unlike any other leadership program I have done. I have been inspired by the cohort and by seeing the positive change made by leaders across the state. Reflection, creating spaces for myself and others to learn and grow has been a key takeaway for me this year.

I have been surprised, informed and inspired by the program. I now look forward with a deeper understanding of how I can be more impactful as a leader, how important my actions are and the impact they may have on others. With a deeper understanding of my skills and abilities, I now strive to accelerate a positive impact on those around me by sharing learnings, stories and information, creating a ripple effect that will impact the community and state that I hold so dear. ■

“Reflection, creating spaces for myself and others to learn and grow has been a key take away for me this year.”





“Awareness and inspiration would be the biggest things I have gained from the program.”

Matthew Jordan

Operations Manager Bridgepro Engineering

On entry into the program: Project Manager, Bridgepro Engineering

Matthew is a ‘family man’ and being with his family is the reason he chose the path he has. Being a boilermaker welder by trade, he has worked state-wide and gained valuable hands-on experience in the construction industry. The birth of his first son made him realise working away did not fit with his values and he wanted to be home more. He decided a career move to project management would make this possible and allow him to continue working in the industry. Training in project management and leadership followed and has continued.

It is hard to put into words what I have gained from this program. In fact, it is even hard to verbally explain! (Thinking the mind blown emoji is more suitable.) I have learnt so much about Tasmania that I just didn’t know, and to be honest, until this program, it didn’t bother me. I was in my own little bubble and to me, that’s all that mattered because I could control it. I have learnt I can have an impact on issues that matter to me and look forward to finding ways to do that. The leadership stories were a highlight!

Awareness and inspiration would be the biggest things I have gained from the program. This has endless benefits for both my personal life and my organisation through me being more open-minded, having broader/outside the box thinking and awareness of the bigger picture. At the time of writing this, I’m still unsure of what the future holds, but I’m excited to find out. One thing I will be focusing on is board directorship and training in this area. I believe the support network I have gained through Tasmanian Leaders will be an advantage. ■

John Kamara

Practice Leader Department for Education, Children and Young People

*Recipient of TLP15’s
Changemaker Scholarship*

John is originally from Sierra Leone, West Africa and settled in Tasmania in 2004. John has led an exemplary life with his wife and four children. John inspires his local community and is a board member in many community organisations. John was recently named the 2023 Tasmanian Australian of the Year.

The Tasmanian Leaders Program has allowed me to learn and grow as a leader. Meeting other leaders was a great opportunity for networking, reflection and growth and for thinking about diversity within leadership in all its different forms.

After TLP, I will endeavour to get the right people around me to walk the leadership journey together, not alone. This will help my organisation to bring together expert ideas in the field, with key stakeholders, for better decision making. This will eventually translate to better outcomes for children and their families in child safety. After TLP I will also continue to check my own unconscious bias in my relations with staff. Especially for those I lead and those above me who might be at risk of forgetting relationships and the human aspect. ■

“Meeting other leaders was a great opportunity for networking, reflection and growth and for thinking about diversity within leadership in its different forms.”





“The TLP experience for me has been truly transforming in my personal and leadership development. It has skyrocketed my capabilities and self-belief.”

Matt Lamprey

**Project Manager/Estimator
Hardings Hotmix**

Matthew is a highly experienced and dedicated Project Manager and Estimator who possesses extensive and diverse skills and capabilities gained through twenty years of civil construction industry experience. His friendly nature and open-mindedness make him awesome at communicating, developing and maintaining strong and meaningful relationships. Matthew strives to think outside the box and is continually looking for opportunities to challenge himself to reach his full potential.

The TLP experience for me has been truly transforming for my personal and leadership development. It has skyrocketed my capabilities and self-belief. I was left gobsmacked when I received the phone call from Angela requesting that I deliver a presentation at the Devonport networking event. This was very unexpected, a huge turning point and the highlight of the program for me. Being challenged way outside my comfort zone and being courageous enough to share my story and conquer this was a very satisfying experience.

After TLP I would like to conquer my purpose in life. I am totally committed to living by my core values of authenticity and integrity and I am searching to craft my purpose ‘to influence and impact through authentic and creative actions to provide fulfillment’. I am 100% committed to ensuring my actions always align with my values and am truly certain that this will result in me finding my purpose in whatever it is I do. I will always continue to hold a growth mindset and to be the best version of myself possible. ■

Stephanie Lawson

**Senior Environmental and
Coastal Engineer
pitt&sherry**

On entry into the program: Senior Stakeholder Engagement Consultant, pitt&sherry

Stephanie is a focused and dedicated professional with fifteen years’ experience working in project management, environmental and coastal engineering and stakeholder engagement on major infrastructure projects. Stephanie has worked in both private and public sectors, locally and internationally. Drawing on her experience across a wide number of areas Stephanie is a valued project manager and team member on the projects she works on. Stephanie is highly motivated, enthusiastic and results driven.

I have found the Tasmanian Leaders Program to be a challenging experience. My highlight was talking through the leadership challenges in our small peer consulting groups and gaining insight and perspectives from the different members. The visit to the prison also resonated strongly with me and was a great way to bring the many learnings around the justice system together.

I walk away from the program with greater empathy and understanding for the people in my team. As a leader I will draw on this experience during my day-to-day interactions. I hope to be an inspiration to others to show that they too can do hard things and move mountains when at first glance they seem to be immovable. ■



“I hope to be an inspiration to others to show that they too can do hard things and move mountains when at first glance they seem to be immovable.”



“TLP showed me multiple perspectives on situations leaders are typically faced with and where my personal and leadership style sits within that framework.”

Karen Marr

Director, Project Management Branch Department of Justice

*On entry into the program: Assistant Manager,
Supreme Court of Tasmania*

Karen commenced her career working as a computer technician where she developed a solid base in the information and communications technology (ICT) profession. In 2003 Karen worked in Western Australia with some of Australia’s most prominent mining companies in the implementation of large-scale ICT solutions. For the last seventeen years, Karen has held technical and management roles within the Tasmanian Department of Justice. Recently Karen presented a paper on artificial intelligence at the Australian Supreme and Federal Courts Conference where it was published in the Australian Law Journal.

My interest in applying for the program was my appetite for leadership growth. The experience provided me a greater appreciation of Tasmania and the unique environment it offers industry players. It also showed me multiple perspectives on situations leaders are typically faced with and where my personal and leadership style sits within that framework. Leadership stories during the Linking Sessions were inspirational and genuine. All speakers possessed a common underlying characteristic of being true to your values.

The program challenged me in ways that have unlocked areas for growth, and this was my reason for undertaking the program. Benefits should be broadly realised as my role has many touchpoints and interactions with various stakeholders including the public. The program has reiterated the importance of acting with integrity and being true to yourself. I expect my leadership style will further enhance and lead to positive impacts on my workplace and the justice services we deliver into the Tasmanian community. ■

David Moore

Assistant Director, Digital Strategy and Services

Department of Premier and Cabinet

*On entry into the program: Manager Project Services,
Digital Strategy and Services, Department of Premier
and Cabinet*

David joined the Tasmanian State Service in 2019 and has built a career as a digital service delivery and project management specialist. As an Assistant Director with Digital Strategy and Services at the Department of Premier and Cabinet, David is responsible for a portfolio of infrastructure projects that will enable digital transformation within the Service. David is committed to being a trusted voice and enabler to ensure the State Service is at the forefront of digitalisation.

For me, TLP was an enjoyable and challenging experience. I was expecting to learn leadership theory and techniques, but I learned much more about myself than I expected. The highlight of TLP for me was the fantastic group of people who shared the adventure. The trust and openness in the group enabled me to participate fully in exploring my strengths, weaknesses, and values. Through the program, I have developed a deeper appreciation of the amazing island we live on and how lucky we are to have great leaders working to make it better.

Post TLP, I have a new enthusiasm for my work. I am in the right field and am determined to contribute to the digital transformation journey for the State Service. With new insights into the polarities that divide opinion, I hope to find some balance in the new versus old debate as we grapple with new ways of working in the digital world. I am refocusing on the things that are important to me, and I will continue my leadership journey with new confidence in who I am and what I can contribute. ■



“The trust and openness in the group enabled me to participate fully in exploring my strengths, weaknesses, and values.”



“The program will allow me to put different lenses across challenges faced by my organisation and future organisations that I work with.”

Stephen Morrison

**Assistant Auditor-General
Tasmanian Audit Office**

Stephen is the Assistant Auditor-General responsible for people management in the Tasmanian Audit Office. Stephen has over 28 years’ experience working in the public sector in management and finance roles across several government entities, including the Department of Treasury and Finance, Department of Economic Development and the Department of Justice. Stephen is a leader in the Tasmanian Audit Office, driving change and offering recommendations for governance improvements in public sector entities.

My experience in TLP has been one of personal growth. A critical aspect of the experience was the support provided to me by the other participants. Particularly my Learning Set who provided a safe space for me to explore my growth. I have found the stories of presenters and theoretical models of great benefit which I can adapt into my leadership style. The biggest turning point for me has been the executive coaching which has aided me in reflecting on a particular aspect of my personality which will have long term benefits.

The program will allow me to put different lenses across challenges faced by my organisation and future organisations that I work with. I plan to use these new skills to grow and improve these organisations, and through this, improve the outcomes of government services provided to the Tasmanian community. I will focus on providing opportunities for others to access learning and growth prospects. ■

Chris Neil

**North West Operations Manager
Kinetic**

On entry into the program: Service Delivery Manager, Merseylink

Chris has seven years of experience in the public transport industry and has worked his way up from Diesel Mechanic to Operations Manager. He is an honest, hard-working leader. Chris is highly respected for his integrity, transparency and ability to bring calm to teams and situations.

I really enjoyed my TLP experience from start to finish. I was super nervous at the start, felt out of place and lost when trying to make connections with 23 fantastic and diverse people. As the program went on, I found myself really enjoying the conversations with the other participants and this for me was the highlight of the program. The turning point for me personally was really the community weekend down in Hobart. It really opened my eyes to a lot of things I had chosen to ignore or keep outside my bubble.

What I am doing differently because of the program is approaching conversations and situations with more confidence that I will make the right decision or say the right things. I have a new, better view on the importance of community. I will use the skills I have gained to better coach my team into the future. ■



“I have a new, better view on the importance of community.”



“TLP has given me the skills and knowledge of how to approach issues, whilst providing me with the perspective to determine where things might be working.”

Alex Newman

**Director
Xsquared Architects**

Alex is an Architect with and Director of Xsquared Architects. Originally trained and qualified in the United Kingdom, he has risen to a leadership role during his fourteen years in Tasmania. During that time, he has led some of the firms most challenging projects. He has a keen interest in biophilic design principles and the ability for built spaces to impact the feelings and wellbeing of those using them. This was recently applied to the new Southern Remand Centre which strives to set a more rehabilitative approach to correctional design.

TLP16 has given me the opportunity to take stock of my leadership journey, to see where things need improvement. It has given me the skills and knowledge of how to approach issues, whilst providing me with the perspective to determine where things might be working. The social and professional networking opportunities provided by the program have been a real highlight, as has been getting a deeper understanding of the various communities and industries in Tasmania I have not directly come into contact with before. The program has given me a newfound confidence about the next steps in my career.

The year ahead will see me visit Macquarie Island Research Station leading the design team heading up the major refurbishment proposal and then undertake a two-month Churchill Fellowship visiting nine best practice prisons across Scandinavia. Completing TLP this year could not have been more perfectly timed as I feel positive and excited about what the future holds. ■

Sarah Peart

**Assistant Director, Interventions
and Reintegration
Tasmanian Prison Service,
Department of Justice**

On entry into the program: Manager, Intervention Programs, Tasmanian Prison Service, Department of Justice

Sarah has worked with the Department of Justice for fifteen years and is the Assistant Director of Interventions and Reintegration at the Tasmanian Prison Service. She is a clinical psychologist who is passionate about criminology and is completing a PhD on prison rehabilitative culture. Sarah grew up on the north west coast of Tasmania before working interstate and overseas in the homelessness sector. Sarah is committed to empowering others to be their best in the workplace and motivated by a values base approach.

The high calibre of speakers and topics was a standout. Gratitude to my fellow TLP'ers who engaged in the process with honesty, humour, and humility. I built new friendships and support networks that will continue to nourish me. The Residentials provided us with the opportunity to immerse ourselves in a space of connection, self-reflection and vulnerability. This experience has enriched my life both personally and professionally; the time out from a busy work and home life to nurture self-compassion was invaluable.

I am committed to continued growth as a leader, to acknowledge the different states I may move between and to be more agile in those transitions. The experience has inspired me to make a valuable and sustainable contribution as a leader in my workplace and the broader Tasmanian community. I will take more risks, have more confidence in my capacity, 'cascade the learning' and continue to ask questions that go deeper. I am excited to embrace the opportunities in 2023! ■



“This experience has enriched my life both personally and professionally; the time out from a busy work and home life to nurture self-compassion was invaluable.”



“Brilliant speakers, teachers and fellow participants that have shared their stories, passed on experiences and made me question some of my long held opinions.”

Michael Phillips

**General Manager
Alpha Electrics & Water**

Michael is the General Manager at Alpha Electrics & Water and responsible for overseeing the direction and performance of the business, state-wide. Encompassed within this role is to develop and grow the sales of the company into new and existing markets. In his spare time, Michael is also a Co-Director of an adventure events company — Tasmanian Multisport Adventures — that runs trail running and adventure related events.

From the initial welcome until the last Residential the Tasmanian Leaders Program has been an amazing experience. Brilliant speakers, teachers and fellow participants that have shared their stories, passed on experiences and made me question some of my long-held opinions. One of the major highlights was to delve into issues that I have known existed but have thought to be “somebody else’s problem” to deal with, only to realise that maybe there is something here that needs to be explored. It is such a brilliant program.

The Tasmanian Leaders Program has certainly changed the way I look at many things and I am sure my current organisation will see the benefit of me having a better understanding of leadership as a whole. I have definitely changed views on a number of social issues and hold a greater respect to listen and try to understand differing points of view. I am not entirely sure where my leadership journey goes next, but I do have a desire to make a difference in the continuation of the next chapter of my journey. ■

Steven Richardson

**Deputy Regional Chief
Tasmania Fire Service (TFS)**

On entry into the program: District Officer, Tasmania Fire Service

After a rewarding career on the frontline as a firefighter, Steven was promoted to the rank of District Officer in 2008, a position he held until being promoted to Deputy Regional Chief in 2022. As a senior leader within the TFS, Steven’s focus has been on four key areas — direction, purpose, inspiration and support. These principles guide him in his role and set the benchmark for others. Steven’s commitment to diversity and equity is an inspiration to many.

Having come from a strong leadership background, I had high expectations of TLP and am happy to say that I was not disappointed. Even though I had previously studied many of the topics covered, the chance to refresh these skills was an invaluable reminder that leadership, and learning, is an ever-evolving cycle. The opportunity to work with others from the private sector was just as valuable as working alongside other State Service employees as it provided a well-rounded view of our world.

After TLP, and reflecting on my leadership journey, I have started to encourage others from my department to consider future TLP applications. To ensure we have the right people attending, I have briefed our leadership group to actively seek emerging leaders who will benefit most from the opportunity. My own journey will be to continue to focus on the strategic direction of the TFS and how I may be able to exert influence as to what that future looks like — a strong, inclusive and engaged workforce into the future. ■



“Having come from a strong leadership background, I had high expectations of TLP and am happy to say that I was not disappointed.”



“If I were to describe to a friend how the TLP experience was for me, I would have to open with ‘it was enlightening’.”

Mel Sullivan

**Owner
Relish Cafe Launceston**

Mel is a dedicated wife, mother and hospitality professional, spanning a career in the industry for 25 years. With her husband, Michael, Mel owns and runs Relish Cafe in Launceston. They employ eight staff and contribute daily to the training and the longevity of the restaurant industry. Together, they have created a line of condiments that adorn shelves within some of their favourite local retail stores across Tasmania, featuring local and artisan produce. Keep a look out, we hear the brand may be ready to expand!

If I were to describe to a friend how the TLP experience was for me, I would have to open with “it was enlightening”. I made friendships and connections that I am so pleased to have had and are now lifelong. I experienced personal learnings that were wonderful, challenging and also confronting. Some of the conversations I was involved in were amongst the highlights. The time constraints and expectations were by far the hardest thing for me to fulfill, but the discipline this demands is rewarding when achieved.

I feel I may have left the program pondering more than what I went in wanting to gain! There are learnings yet to implement, growth ready to showcase and a desire and drive to push further and harder. What’s next? To practice the art of skilful communication, to continue to grow and stay true to my personal and professional values, to appreciate that sometimes things are uncomfortable and that is ok. I will also support others in their quest for development and leadership and share my experiences openly. ■

Kelsey Timms

**Associate Director
FACTION Consulting**

On entry into the program: Principal, Ellis Richmond

Recipient of the Housing Industry Association (HIA) Building Women Scholarship

Kelsey is an experienced construction project manager with a Bachelor of Architecture from the University of Tasmania. Throughout her career, Kelsey has worked across both the commercial and residential construction industries overseeing projects with up to \$50M+ budgets. Alongside her work, Kelsey is passionate about community service and volunteers on boards such as the Hobart Women’s Shelter as well as being the Vice-President for the National Association for Women in Construction, Tasmanian Chapter.

Entering TLP and being surrounded by such incredible individuals, I found myself suffering from a decent case of imposter syndrome. Through shared experiences and peer consulting, I developed confidence in my own strengths along with a more matured level of self-awareness and understanding of my growth opportunities. The opportunity to reflect on my career challenges in a safe and confidential format with such a diverse group of people was priceless.

After TLP, I will be challenging myself to lead with confidence. Throughout the program I have learned to back myself and that my input is valuable. I will look to build my team strategically, using my new understanding of the diverse qualities that are needed in a healthy and successful organisation. ■



“I developed confidence in my own strengths along with a more matured level of self-awareness of my own leadership growth opportunities.”



“I leave the program surer of myself and my values. I have more understanding and confidence in my personal authentic leadership style.”

Philip White

**Chief Technology Officer
AQ1 Systems**

Philip is an engineer and manager with a passion for developing innovative high-quality technology products. After growing up and studying in Tasmania, Philip worked in Adelaide for fourteen years on various aerospace, defence and consumer technology products. In 2019, Philip and his family returned to Hobart to join aquaculture technology company AQ1 Systems as Chief Technology Officer. In this role he leads a team of hardware and software engineers to develop state of the art aquaculture feeding systems.

For me, the TLP experience was one of constant learning and growth — evolution not revolution! Each session presented interesting issues, new and challenging perspectives, and consistently high calibre presenters. A particular highlight was the experience of working with our Learning Set. Working together allowed us to form close bonds and learn from each other. I found it very beneficial to observe how these five talented people brought their own leadership style and values to the team.

I leave the program surer of myself and my values. I have more understanding and confidence in my personal authentic leadership style. I look forward to applying my newly improved leadership skills to help AQ1 Systems grow and thrive in a highly competitive international business environment. In future, I also hope to contribute in various ways to ensure that Tasmania is a place where people can find both a great lifestyle and a great career. ■

Ruby Wilson

**Program Leader, Arboriculture
and Nursery
City of Hobart**

Ruby is a passionate advocate for and manager of trees and green spaces in urban areas because of the many benefits they provide to community health and wellbeing, the environment and the local economy. After working in several councils on the mainland and Tasmania, most recently at the City of Hobart, Ruby strongly believes in the positive impact that local government can have in our everyday lives. Ruby has a strong focus on strategy and policy development to ensure consistent and robust decision making.

The Tasmanian Leaders Program has stretched multiple leadership muscles across the year. Through traveling the state, I have gained a deeper knowledge of the context of Tasmania, the different threads that weave together to create a tapestry. I have also come to have a greater understanding of leadership theory and the selection of tools that I can use in my organisation to address adaptive challenges. I have pulled back the curtains and let the sunshine on to my blind spots and started to critically examine and unpick these.

After the program I will continue to be curious, to delve deeper and ask why, to listen more honestly and to continue to challenge myself and others in a respectful and productive way. I have learnt that leadership is a practice. It is not who you are, or what your title is, but the actions that you undertake every day and the commitment to live by your core values to make the world a better and kinder place. ■



“I have gained a deeper knowledge of the context of Tasmania, the different threads that weave together to create a tapestry.”

Learning Set Projects

Our renowned Learning Set Projects address pressing social and economic needs and provide a tangible return on investment to the community from the Tasmanian Leaders Program.

Learning Set Projects are delivered by Tasmanian Leaders Program participants working in small groups called Learning Sets. The Projects reinforce and develop learnings around leadership and group dynamics gained by participants during the year-long program.

The below is a summary of the four projects that have come out of TLP 2022. We hope you enjoy reading and invite you to follow their journey and support their efforts where you can add value.



BARRIER BREAKER

Learning Set members

Sophie Calic, Elaine Devlin, Matthew Gangell, Stephen Morrison, Chris Neil, Melanie Sullivan

Project vision

To increase access to driver training for young people, thereby reducing the barriers to participation in employment and education.

Project outline

The key aim of project 'Barrier Breaker' is to support sustainable employment outcomes for young people in the Devonport area through increased access to learner driver mentoring and licence attainment. This is to be achieved through a pilot program to support a small group of Kinetic bus drivers to provide driver mentoring for young people seeking employment. Drivers will register with their local Learner Driver Mentor Program, providing mentoring during their down time at work. Young people will be engaged through a youth employment program to ensure continuity of support in their journey to employment.

It is anticipated that over the course of the pilot, approximately three bus drivers will mentor two young people each week over a period of ten weeks. If the pilot in Devonport is successful, it is hoped that it could be replicated across other areas of need in Tasmania.



SKILLED MIGRANTS TO SKILLED EMPLOYMENT

Learning Set members

Kennedy Clarke, Matt Jordan, Stephanie Lawson, David Moore, Alex Newman, Kelsey Timms

Project vision

To provide insights into the apparent gap between Tasmanian industries struggling to find skilled workers and migrants struggling to find skilled employment.

Project outline

Migration Tasmania, Skills Tasmania and Study Tasmania all have a role to play in bringing skilled migrants to the state and finding them a pathway to work. Each of these organisations have partners in the community and industry to assist with this work like the Migrant Resource Centre and TAS ICT. There are also links with national programs.

This is a complex web of services that may not always connect. The 'Skilled Migrants to Skilled Employment' project proposes to undertake an analysis of the programs across Tasmania designed to assist migration into the state and programs to get people into work. This analysis, along with a survey to gather insights to possible gaps and opportunities will be circulated to the Tasmanian Leaders network. The objective is to find one practical step to improve outcomes for immigrants in Tasmania.



TLP CHANGEMAKER SCHOLARSHIP

Learning Set members

Erin Buttermore, Katie Cooley, John Kamara, Karen Marr, Michael Phillips, Steven Richardson

Project vision

We aim to provide a model for funding, to enable Tasmanian Leaders to offer the TLP Changemaker Scholarship on an ongoing basis. Our hope is that this project can be replicated by future cohorts.

Project outline

The project is very much in its infancy. We are currently determining the scope, format and our value proposition to potential sponsors. The ultimate goal for our group would see a fully funded TLP Changemaker Scholarship for at least the 2024 program and a model that could be revamped and continued as a project by future TLP groups.

Our vision is to see opportunity afforded to people who can make an impact in Tasmania, but find it difficult to access funding to be part of TLP. Our vision was reinforced when our team member John Kamara TLP16, recipient of TLP's Changemaker Scholarship for our year, was named Tasmanian Australian of the Year in recognition for his community work. We felt this was testament to how important this scholarship is.



FAMILY TIME WHILE DOING TIME

Learning Set members

Melissa Britt, Bella Fountain, Matthew Lamprey, Sarah Peart, Philip White, Ruby Wilson

Project vision

Our project aims to enhance the visitor experience for families of, and prisoners in, the visitor centre at Risdon Prison Complex, near Hobart.

Project outline

The project will create a refreshed and brighter area where the visitor experience of families, particularly children, will allow more engagement and create a more positive space. We intend it to be a space that provides both prisoners and their families with a feeling of hope that can contribute to their ongoing connection.

By leveraging community involvement, we plan to deliver cosmetic improvements such as refreshed painted areas, new garden beds and plants, and improved barbecue areas. This project will engage with the prisoner population to seek out ideas and provide them the opportunity to participate in carrying out the improvements resulting in a sense of achievement and purpose for those involved. This project will continue to foster and strengthen Tasmanian Leaders' ongoing relationship with the prison services and the Tasmanian Department of Justice.



I-LEAD

Not-for-profit

The 2022 I-LEAD Not-for-profit (NFP) was made possible with the generous support of the W.D. Booth Charitable Trust and our scholarship partners Alcohol, Tobacco and Other Drugs Council (ATODC) and TasNetworks.

Program content included aspects to increase self-awareness, build adaptive leadership capacity as well as systems change theory, advocacy and the all-important topic of wellbeing.

The 28 participants were drawn from a range of organisations with many working at the grass roots level to lead systemic change and address the rising impacts of inequality felt most sharply in our disadvantaged communities.

The overall satisfaction by I-LEAD NFP participants who were surveyed on completion of the program was excellent. By the end of the program, participants reported that they better understood themselves as leaders, had new skills and confidence to communicate and lead others, and were better able to think strategically and long-term to benefit their organisations. Participants also said the program helped them gain a community of relevant and connected peers.

We look forward to championing their successes in the future as they seek to lead sustainable and meaningful change within and across our communities.

PROGRAM PARTNER



SCHOLARSHIP PARTNERS



SPEAKERS

Katy Cooper, Director City Futures, City of Hobart
Lola Cowle TLP8, Senior Executive Office, Tasmanian Community Fund
Kristen Desmond TLP15, Founder, Tasmanian Disability Education Reform Lobby
Josh Geelan, Partner, KPMG
Sean Hollick TLP11, Chief of Staff, Office of the Hon. Madeline Ogilvie MP
Lindy Hume AM, Artistic Director, Ten Days on the Island
Ross Lamplugh TLP9, Co-Founder and Chair, Ochre Health Group
Magdalena Lane, Relationships Manager, Tasmanian Leaders
Theo Kadodistrias, Speaker and Public Speaking Coach
Melinda Maddock, Author, How to Train Your Political Animal
Polly McGee, All Purpose Human Being, Anima Mundi
Stephen Manners, Partner, KPMG
Kate Owen TLP12, Design Director, Futago
Andrea Porte, Client Manager, AON, and I-LEAD NFP 2021
John Ralph TLP1, Founder, Ascent Fitness
Michelle Swallow TLP1, Director, Leadership and Change Consultants
Don Thomson TLP8, Principal Consultant, Co-Design Lab Tasmania
Zoe Tracey, General Manager – People and Culture, Mosaic Support Services
GINNA WEBSTER TLP2, Secretary, Department of Justice

GRADUATES

Anna Antypas, Program Manager, Communities for Children and HIPPIY Program, Anglicare Tasmania
Kylie Baumbach, Tasmania Manager, Disaster Relief Australia
Mel Best, General Manager, Jordan River Service Inc
Eddie Bouchier, Centre Manager, Domain Tennis Centre
Tamar Cordover, Director, Compass
Majella Eales, AOD Specialist, Salvation Army Bridge Program
Lily Foster, Lived Experience Advocate, Alcohol Tobacco and Other Drugs Council
Deb Hutchinson, Human Resource Manager, OneCare Pty Ltd
Joanna Jolly, Financial Assistant, Rural Health Tasmania
Sharlene Knight, General Manager Operations, Eskleigh Foundation
Anna Kurek, Volunteer, Dogs Home of Tasmania
Jay McDonald, AOD and Smoking Cessation Program, Tasmanian Aboriginal Centre
Trent McHugh, CEO, Independent Living Centre Tasmania
Jade Marquis, Youth Worker and Life Coach, JCP Youth
Deni Palmer, Operations Coordinator, Drug Education Network
Bec Pettit, Clinical Educator and Mental Health Clinician, The Link Youth Health Service
Jess Rafferty, Coordinator, The District Nurses
Stuart Robins, Duty Officer and Patrol Captain, Kingston Beach Surf Life Saving Club
Vanessa Ryle, Program Manager, Mission Australia
Rich Salewicz, Program Manager, AOD services Tasmania, Salvation Army
Peta Titter, Founder and CEO, Women's Health Education Network
James Versteegen TLP8, Corporate Services Manager, Lifeline Tasmania Inc
Thea Webb, Board Member, Eat Well Tasmania
Jessica Willard, Communications and Fundraising Coordinator, Clifford Craig Foundation
Brigid Wilkinson, Active Ageing Project Officer, COTA Tasmania
Deb Woodiwiss, Team Leader, City Mission
Zoe Vandervelde, Fundraising and Events Coordinator, Cancer Council Tasmania



PROGRAM EXPERIENCE

“When I was given the opportunity to participate in I-LEAD NFP I was uncertain about the direction of my life. In recovery from alcohol and other drug issues, I found myself in a new space as a Lived Experience Advocate and realised the power of this work and how important it was to do it right. I knew I had something to share with the world but had no idea how to, or the confidence to properly orchestrate it.

I felt safe and supported to look introspectively to explore my character, strengths, and weaknesses in the I-LEAD program. This was particularly powerful for me. Learning who I am enabled me to be a better peer and lead others more effectively. My confidence grew throughout the I-LEAD program, and this gave me the ability to challenge and change my own negative thinking processes. I came to understand that my biggest battle was the one I faced with myself.

Sharing the I-LEAD program with passionate individuals was also very inspiring and empowering. Networking gave me a platform to test and share my newfound knowledge confidently with others. Learning and growth was a shared experience among the cohort, and this was one of the highlights for me. Realising and recognising that we all shared similar goals was re-affirming and valuable as a motivator for me to keep going.

Since completing I-LEAD I have moved into more elevated positions as a Lived Experience Advocate alongside sector professionals. Through the program, I have polished my communication skills and can deliver high quality advocacy for my peers, and through this, contribute to positive change. Thank you Tasmanian Leaders.”

Lily Foster

Lived Experience Advocate, Alcohol Tobacco and Other Drugs Council



I-LEAD

Tourism & Hospitality

It is fair to say that Tasmania's tourism and hospitality industry has had a tough time over the past few years. Managing the disruption and fluctuating tourism numbers caused by the global pandemic has taken an enormous amount of resilience, foresight and leadership from those who work within the sector.

I-LEAD Tourism & Hospitality (T&H) was first delivered in 2021 to support the tourism and hospitality industry through the initial period of instability and we were pleased to offer the program again in 2022 with support from Federal Group and the Tasmanian Hospitality Association.

All our programs are responsive to the needs of our participants and their context. As such the 2022 I-LEAD T&H program had a focus on decision making in uncertainty; attracting, onboarding and retaining staff; leading in complexity; and ever-important personal wellbeing.

Congratulations to the 27 participants who successfully graduated from the program. We know the stresses you were under during our time together and were honoured to witness your resilience, vulnerability and incredible capacity to collaborate and support each other through the process.

As we look to 2023, we are keen to again adjust the program to consider what a sustainable and thriving future might look like for this industry that has such a vital role to play in contributing to Tasmania's socio-economic vibrancy.

PROGRAM PARTNERS



SCHOLARSHIP PARTNER



SPEAKERS

Archana Brammall TLP9, Owner, Sweet Brew Café
Erin Buttermore TLP16, Director, Strategy and Culture
Matt Casey, General Manager of Tasmania's Luxury Collection, Federal Group
Katy Cooper, Director City Futures, City of Hobart
Nathan Darke, Sales and Partnerships, Federal Group
Julia Farrell, Director, Federal Group
Josh Geelan, Partner, KPMG
Nick Haddow TLP5, Founder and CEO, Bruny Island Cheese Co
Anna Krstevska, Human Resources Manager, Wrest Point
Tanya Krumink, People and Culture Manager, Federal Group
Ross Lamplugh TLP9, Co-Founder and Chair, Ochre Health Group
Luke Martin, CEO, Tourism Industry Council Tasmania
Jen Murnaghen, Founder, Digital Dandy, and I-LEAD 2018
Andrew Pitt TLP8, Director, Launceston Gastronomy
Todd Babiak, CEO, Brand Tasmania
Danika Porter, Head of Marketing and Communications, Federal Group
Merv Saltmarsh, Employment Relations/Business Improvement Manager, THA
Justin Turner, Founder and CEO, Turner Stillhouse
Bianca Welsh, Co-Owner, HR and Restaurant Manager of Stillwater Restaurant and Seven Rooms, and I-LEAD 2018
Steve Wiggers TLP9, CEO Managing Director, Scala Institute

GRADUATES

Stacey Beswick, Business Manager, Devils@Cradle
Darren Brown, General Manager, Brunswick Hotel
Debra Brown, Administration Manager, Brunswick Hotel
Thomas Cashion, Hotel Manager, Vantage Group
Larni Davies, Teacher and Coordinator - Adventure Tour Guide Training Program, TasTAFE
Taihaura Denman-Francis, Managing Marketing Consultant, Kingthing Marketing
Jamie Devine, Gaming Shift Manager, Wrest Point Casino
Jacinta Drake, Venue Manager, Kalis Hospitality
Gil Drory, Rooms Division Manager, Country Club Tasmania
Andrea Fitzpatrick, Duty Manager, Black Buffalo Hotel
Ethan Han, Restaurant Manager, Black Cow Restaurant
Ruby Hardman, Conference Sales Manager, Peppers Silo Hotel
Tim Hodgkinson, General Manager, William Smith and Son
Varun Khetarpal, Education Manager - Cookery, Guiding and Hospitality Management, TasTAFE
Melissa Koomen, Wine Bar Manager, MONA - Museum of Old and New Art
Sandy Liang, Cellar Door Manager and Asia Pacific Specialist, Josef Chromy Wines
Nicola Macdonald, Owner, Mudita Tamar River Retreat
Katherine Marsden, Venue Manager, People and Culture, William Smith and Son
Angela Morgan, Manager, Derwent Estate Wines
Sophie Murfitt, Marketing Manager, Spring Bay Mill
Monica Orrego, Assistant Manager, Freycinet Holiday Houses
Natalie Reardon, Property Management Systems Business Administrator, Federal Group
Melinda Schultz, Sales Executive, Business Events Tasmania
Nathan Silk, Bar Manager, Macq01
Alexandra Sumner, Co-Owner, Waterloo Swansea
Bonnie Whitton, Community Engagement Coordinator, Federal Group
Kelly Woolley, Industry Advisor, Tourism Industry Council Tasmania

PARTICIPANT TESTIMONIALS

"I found I-LEAD T&H to be a terrific program! It was great to refresh skills that sometimes lapse through the busyness and learn new ways to tackle different situations. It was fantastic to connect with other leaders from the industry. Highly recommend!"

Taihaura Denman-Francis
Managing Marketing Consultant,
Kingthing Marketing

"I found the content and delivery of I-LEAD T&H to be engaging, relevant and challenging. Valuable connections were made with course presenters, fellow participants and Tasmanian Leaders alumni."

Darren Brown
General Manager, Brunswick Hotel

"The program is very valuable for networking and great friendships develop. Throughout the program, I found myself experiencing three stages.

One: Affirmation. Through formal, structured learning, I understood my existing practices better.

Two: Exploring. I was introduced to new ideas and encouraged to explore best practice for problem solving.

Three: Ah-ha! The program gave me different perspectives. When the mindset changes, the situation also changes. It is a very nice ah-ha moment."

Sandy Liang
Cellar Door Manager and
Asia Pacific Specialist,
Josef Chromy Wines



I-LEAD

Women in Industry

PROGRAM PARTNERS



SCHOLARSHIP PARTNER



I-LEAD Women in Industry was delivered across eight practical and stimulating sessions between September and November 2022 with support from the Tasmanian Government.

Participants were drawn from traditionally male-dominated industries and occupations in Tasmania. Our final cohort of 37 women were employed in mining, forestry, fisheries, manufacturing, agriculture, medicine, electricity, water and technical trades.

Gathering weekly helped participants apply learnings and make progress between sessions. Online sessions also made participation easier, especially for those living and working in regional areas, while the in-person sessions helped participants form relationships with their program peers.

Through I-LEAD Women in Industry, expert facilitators from Tasmanian Leaders and prominent sector professionals shared invaluable and tried-and-tested learnings and content to support participants development and career success.

Two highlights from the program were our networking events. In Launceston we were incredibly fortunate to hear from Dr. Niki Vincent, Public Sector Gender Equality Commissioner, State Government of Victoria. In Hobart we were hosted by Her Excellency Hon. Barbara Baker AC, Governor of Tasmania at Government House.

Based on the incredible success of the program we are hopeful of securing support to run this program in 2023.

SPEAKERS

Her Excellency Hon. Barbara Baker AC, Governor of Tasmania
Robin Banks, former Anti-Discrimination Commissioner, Equal Opportunity Tasmania
Gillian Biscoe AM, Adj Professor, School of Medicine, University of Tasmania
Susie Bower TLP2, CEO, Bell Bay Advanced Manufacturing Zone
Katy Cooper, Director City Futures, City of Hobart
Suzie Coughy, WHS Manager, Hellyer Gold Mines
Lauren Cromarty, Senior Sustainability and Planning Consultant, DLC Spatial
Kelly Elphinstone, Executive Director, Elphinstone Group
Jen Fry, Director Experience, WBL Projects, and I-LEAD 2020
Alex Garrott, Principal, Resolve First
Ruth Groom, Executive General Manager People, Culture and Engagement, Hydro Tasmania
Tracey Groombridge, Workplace Trainer, Lifeline
Amy Imms, Founder, The Burn Out Project, and I-LEAD 2020
Melinda Maddock, Director, Madfinch
Linda Manaena, Co-CEO and Leadership Specialist, LeaderLab
Christine Mucha, Non-Executive Director/Chair and Consulting
Minister Jo Palmer MLC, Liberal Member for Rosevears
Polly Parker, Associate Dean, Faculty of Business, Economics and Law, University of Queensland
Nicky Pollington TLP9, General Manager Mining, pitt&sherry
Bree Postma, Manager, Enterprise Advisory Tasmania, KPMG
Katherine Street, Coach, Facilitator and Consultant, People Flourishing
Fiona Turner, Co-Founder and CEO, Bitwise Agronomy
Niki Vincent, Public Sector Gender Equality Commissioner, State Government of Victoria

GRADUATES

Tanya Ablitt, Safety and Training Advisor, Grange Resources
Freya Beech, People Manager, GHD
Tammy Brooks, Site Administration, Avebury Operations
Rowena Childs, Change Specialist, TasNetworks
Melanie Conomikes, Arboricultural Program Officer, City of Hobart
Linda Crawford, People and Culture Manager, Sustainable Timber Tasmania
Kathryn Cresswell, NE Plantations Forester, Forico
Madison Deane, Human Resources Business Partner, TasRail
Kristen Dransfield, Senior Forest Officer – Forest Management, Sustainable Timber Tasmania
Joanna Ford, Connections Project Manager, TasNetworks
Laura Gazzignato, Commercial Manager, Marinus Link
Kim Goodwin, Finance Manager, Grange Resources
Sonia Green, Operations Manager North, TasWater
Bronnie Grieve, Resource Analyst, SFM Environmental Solutions
Katherine Halliday, Communications Manager, Marinus Link
Kathryn Hansson, Leader – Technical Capability, TasNetworks
Alicia Heath, Solutions Initiatives Lead, Hydro Tasmania
Catherine Hyde, Operations Optimisation Specialist, TasRail
Xenia Jak, Managing Pharmacist, Lindsfarne Community Pharmacy
Caitlin Jones, Freight and Distribution Manager, Tassal Group
Janet Li, Forester, Timberlands Pacific
Anna Matala, Resource Modeller, Hydro Tasmania
Suzie Moehrke, Research Officer, Keystone Tasmania
Courtney Newman, Regional Health, Safety and Environment Manager, Toll Global Express
Michele Nissink, Cloud Productivity Specialist, Hydro Tasmania
Helen Patronis, Associate Lecturer Seafaring, Australian Maritime College/University of Tasmania
Bianca Phipps, Procurement Superintendent, Liberty Bell Bay
Gemma Poke, Partner and Marketing Manager, Tasmanian Wood Co
Tammy Price, Finance and Business Manager, SFM Environmental Solutions
Narelle Punshon, Strategic Growth Manager, Searson Buck Group
Jess Rice, RTO Administration and Compliance Manager, Australian Maritime College/University of Tasmania
Deb Spandonis, Regional Manager – Tasmania, Aon Risk Services
Charmaine Stanton, IT Commercial Manager, Hydro Tasmania
Emma Stratford, Commercialisation Manager, Mondelez International
Kate Taylor, Head of People and Culture, Hop Products Australia

PARTICIPANT TESTIMONIALS

“The I-LEAD Women in Industry program helped me identify opportunities for improvement and provided me with several interesting learnings about myself. It was incredibly well run and varied. The interactivity of the course suited me perfectly, as well as the online method of delivery. I would highly recommend this program to any leader or potential leader.”

Alicia Heath
Solutions Initiatives Lead,
Hydro Tasmania

“I joined I-LEAD Women in Industry with the expectation of gaining insight into my personal strengths and how to leverage these to drive change within industry. I have left with so much more than I could have anticipated. I now have a box of new tools to draw upon to assist in challenging situations along with a network of inspirational female leaders whom I can reach out to, and I know will understand my experiences.

I now know I am not alone on my journey to drive inclusivity, equal opportunity, and better conditions in industry.

I recommend I-LEAD Women in Industry to women working in traditionally male dominated industries and in roles not normally occupied by other women. Leadership is actions not a title. Break the shackles and realise your potential!”

Tammy Brooks
Site Administration,
Avebury Operations

LEADING AUSTRALIAN *Resilient Communities*

The Leading Australian Resilient Communities (LARC) program is a place-based leadership program designed to build capacity for resilient leadership tailored to the unique challenges faced by those who live and work on Tasmania’s north west coast.

Delivered by Tasmanian Leaders, in partnership with the Australian Rural Leadership Foundation (ARLF), this dynamic program responds to the region’s unique opportunities and connects our cohort with nine others from across regional Australia.

Working alongside ARLF and other partners including Leadership WA, Leadership Victoria, Leadership Institute South Australia, Regional Australia Institute and the Australian Resilience Centre has provided an incredible opportunity to share and deepen our practice of leadership collectively.

While delivered in partnership with a national consortium, the LARC program is highly localised and responsive to the region as evidenced by the inclusion of local speakers, namely local Aboriginal elder Uncle Sammy Howard and a special dinner with BighART with guest speaker Kaytlyn Johnson – a local palawa woman who was the state recipient of the Young Australian of the Year 2022. The local flavour is also seen in projects the participants are in the process of delivering – see overviews following.

The program, facilitated by Angela Driver TLP3, Lynda Jones and Ben Pangas will conclude in 2023. It also includes future forums, executive coaching, webinars and will culminate in a national alumni of resilient and community focused leaders.

COMMUNITY PROJECTS OVERVIEW

Regional Connections – creation of a skills register to support ongoing connection and support of LARC participants post-graduation.

Resilient Farming – a forum to consider diversifying land use and improving succession planning for the NWC agriculture sector.

Community Learners – rethinking education to connect young people with community members to provide experiential learning opportunities.

Resilient Leadership – specific training or a tool to help elected local government members lead in resilient and ethical ways.

Mental Health – working with Burnie Works to map mental health services and gaps in the region.

Coastal Pathway – improving signage and building in ‘things to do’ along a pathway connecting Wynyard and Burnie.

PARTICIPANTS

Fiona Archer

Andrew Boyd

Kirsten Bradley

Carol Bryant

Chris Catlin

Tara Clark

Sara de Jersey

Jacqueline de Jonge

Tanya Denison

Paris Dennett

Stephanie Finn

Stafford Ives-Heres

Alli Kable

Robin Krabbe

Kate Mauric

Raymond Mee

Aaron Meldrum

Lyndon O’Neil

Luke Sayer

Puspa Sherlock

Nicci Skerl

Yvonne Stone

Helen Thomas

Irena Webb

PROGRAM PARTNERS



DROUGHT RESILIENCE

Leaders Development Program

The second place-based program for 2022, also delivered in partnership with the Australian Rural Leadership Foundation, was the Drought Resilience Leaders Development Program for people living on Tasmania's east coast and Flinders Island.

This region was selected as one of twelve across Australia and the last to commence sessions.

This program saw agriculturalists, scientists, local government employees and people working in various consulting and volunteer roles convene for five days across two sessions: 10-12 November and 4-5 December.

Facilitated by our CEO Angela Driver TLP3 with Paul Ryan, from the Australian Resilience Centre, topics included adaptive leadership, change theory, personal and community resilience, climate science, problem solving, mental and physical wellbeing, scenario planning, influence and communication.

The program is an initiative of the Australian Government's Future Drought Fund and is designed to strengthen the future of regional communities through capacity building and collaboration.

We congratulate the participants who put their hand up to take part in this unique opportunity.

Participant Tanya Greenwood, Project Officer at the Fingal Valley Neighbourhood House, says the program helped to build knowledge around climate change, support her to communicate better with others about climate issues and create collective action in the Gray community.

The event also involved the below listed experts as guest speakers, plus extra facilitation support from ARLF staff Phillippa Woodhill and Simone Carroll-Germach and Sally Murfet, a graduate of our I-LEAD program, who helped with stakeholder engagement and participant recruitment.

GUEST SPEAKERS

Dr Tom Remenyi TLP13, State Engagement Lead, Climate Services for Agriculture
Julian Von Bibra, Seventh Generation Midlands Farmer
Penny Terry, Creative Director, Healthy Tasmania

PARTICIPANTS

Polly Buchhorn

Cleveland Churchill

Anna Cotton

Adam Dickenson TLP7

Janet Drummond

Liesel Fearman

Tanya Greenwood

Donna Jones

Cindy Kurtukoff

Jo McBain

Maria Ortiz

Felicity Richards

Alex Russell

Magdalena Steffins-Bartrim

Astrid Walters

Karen White

Anna Williams

PROGRAM PARTNERS



CONNECT

for new and returned Tasmanians

Connect is an exclusive induction program for people who have moved or returned to Tasmania in the last five years.

Designed in collaboration with one of our founding Board members, Kathryn Thomas from KT Associates, the two-day program aimed to help new and returning Tasmanians find their feet, create supportive and influential networks, and navigate their way to business and personal success.

The 2022 inaugural program was delivered across two days in Hobart and featured inspiring speakers on topics such as Tasmania's unique brand, how to settle and thrive on our island, and our economic and labour opportunities. It also provided participants with presentations from experts and a networking dinner with preeminent Tasmanians including those who have walked the path before them.

Two of our favourite sessions were a whiskey tasting with Bill Lark, Founder of Lark Distilling, and a session on how to increase your influence and disrupt without been disruptive with Katy Cooper, Director City Futures, City of Hobart.

Participants included senior executives, tourism operators, and not-for-profit leaders.

Following on from the success of our first Connect we look forward to refining and offering the program again in 2023.

PARTICIPANTS

Sarah Adams, Director of Teaching and Learning K-12, St Aloysius Catholic College

Alina Bain, Senior Project Officer, Regional Development Australia - Tasmania

Sarah Jane Brazil, Director of Conservation and Infrastructure, Port Arthur Historic Site Management Authority

James Chisholm, Chief Financial Officer, Aurora Energy

Emily Clarke, Director, Interpretation and Experience, Port Arthur Historic Site Management Authority

Tara Clayson-Fisher, Statewide Pharmacy Technician Manager, Statewide Hospital Pharmacy, Tasmanian Health Service

Rachael Dobson, Senior Project Manager, The Y Tasmania

Darren Fraser, Regional Manager Tasmania, Ochre Health

Darren Harris, Graduate Electrical Engineer, TasNetworks

Esther Kuiters, Head of People, Marinus Link

Craig Martin, Head of Evidence and Innovation, Alcohol and Drug Foundation

Dian Olwagen, Quality and Process Improvement Manager, Grange Resources

Holly Pedersen, Principal Consultant, Pedersen Plus

Catherine Stolp, Learning Design and Experience Lead, TasNetworks

Nicholas Van Der Hout, Technical Services Manager, Grange Resources

Lynne Wilton, Co-Owner, Little Beach Co

PROGRAM PARTNER





SPEAKERS

- Martin Anderson TLP8**, President, TasICT
Todd Babiak, CEO, Brand Tasmania
Craig Barling, Vice President Strategy, Finance and Marketing, University of Tasmania
Minister Guy Barnett MP, Liberal Member for Lyons
Shane Bartel, President, Athenaeum Club Hobart,
Bess Clark, CEO, Marinus Link
Katy Cooper, Director City Futures, City of Hobart
Dewayne Everettsmith, Cultural Unit Coordinator, Tasmanian Aboriginal Centre
Ruth Forrest MLC TLP5, Independent Member for Murchison
Sarah Hendriksen, Senior Human Resources Consultant, Chapman Executive
Bill Lark, Founder and Ambassador, Lark Distilling
Luke Martin, CEO, Tourism Industry Council of Tasmania
Susan Moore TLP7, Director, Communications (Asia Pacific), Gartner
Dan Norton AO, Tasmanian Leaders Champion
John Perry, Coordinator General, Office of the Coordinator General
Corey Peterson TLP3, Chief Sustainability Officer, University of Tasmania
Anthea Pritchard, Director, Pritchard Consultants
Mark Thomas, Director, M&M Communications
Judy Tierney OAM, Award winning journalist
Alexis Wadsley, Acting Director, Department of State Growth

PARTICIPANT TESTIMONIALS

“The Tasmanian Leaders Connect program was exceptional in allowing me to connect with local business leaders and understand how to thrive and live my best professional and personal life in Tasmania. The agenda was amazing with Tasmania’s most prominent leaders coupled with amazing networking opportunities.”

Craig Martin

Head of Evidence and Innovation, Alcohol and Drug Foundation

“Through the Connect program, we were introduced to a wide range of speakers, guests and talented participants. Each session was facilitated with cut through and meaningful, candid discussions about current and future Tasmania and our current and future-selves. Thank you, Tasmanian Leaders for another great event and connection opportunity!”

Rachael Dobson

Senior Project Manager, The Y Tasmania

“I was really thrilled to be part of Tasmanian Leaders inaugural Connect program. As a returning Tasmanian, the opportunity to meet fellow “newbies” was invaluable and sharing our stories and experiences has been terrific.”

Alina Bain

Senior Project Officer, Regional Development Australia - Tasmania

LEADERSHIP+LEGACY

Symposium

Our 2022 Leadership + Legacy Symposium explored how leaders can better lead a passionate and purposeful life for the betterment of others. After all, leaving a positive legacy, is one of the most influential and enduring gifts a leader can give.

Delivered in Hobart, the 2022 symposium was well attended with 118 delegates gathering to hear from 21 inspiring speakers drawn from across Tasmania and further abroad including a keynote from Boston based Nick Craig, President of Core Leadership Institute and author of *Leading from Purpose*, and Sydney-sider Ronnie Kahn AO founder of Oz Harvest.

All speakers volunteer their time to be part of this event, and we are incredibly grateful for their generosity. Our appreciation also extends to the organising working group Danielle Campbell TLP7, Sarah Coulson TLP12, Hannah Gray TLP16 and Nick Probert TLP11.

Participants left the symposium better able to chart their course to a positive legacy in their professional and personal roles and we look forward to seeing the results flourish in future years.

We remain energised by the enthusiasm for this event and look forward to bringing you another meaningful symposium in 2023 on the topic of hope.

SPEAKERS

Dr Danielle Campbell TLP6
Dr Kate Cashman
Nick Craig
Danielle Conlan
Rodney Croome AM
Katy Cooper
Sarah Coulson TLP12
Dewayne Everettsmith
Ronni Kahn AO
Malcolm Lazenby
Alicia Leis
Matt Mansfield
Hannah Maloney TLP12
Allison Merridew
Dr Toby Newstead
Prof. Kimberley Norris
Rob Pennicott
Dr Norman Swan
Stella Varcoe-Dodd
Grace Williams
Eugenia Jenny Williams

PARTICIPANT TESTIMONIALS

“This was one of the most worthwhile events I have attended. The topic was relevant, the speakers were engaging and thought provoking and the workshop consolidated everything.”

“I learnt several concepts which I can apply to my work life and personal life. The virtues-based approach to leadership resounded with me and I will be working on my leadership with this model in mind.”



DARE *to Lead*

For a fourth consecutive year, Tasmanian Leaders partnered with accredited Dare to Lead™ facilitators, Dr Polly McGee and Zoë Coyle to deliver the highly sought-after two-day workshop to 116 participants in May.

Delivered in both Launceston and Hobart, this sell-out program saw participants come together from all corners of the state representing a variety of industries and sectors.

This program, based on the work of Dr Brené Brown, is designed to give a deep understanding of the four skills needed for courageous leadership. Over two intensely invigorating days participants learned how to build brave cultures and drive performance by navigating vulnerability, leading with values, building trust and rising from setbacks.

With continuous demand, we will offer two Dare to Lead™ workshops in 2023 in both major centres and are excited to make available a one-day Dare to Lead™ Graduate Class to take those who have participated in the two-day program on a deeper dive into the research of Dr Brené Brown.



“You can’t get to courage without rumbling with vulnerability.”

- Dr. Brené Brown



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THOUGHT LEADERSHIP PROJECT: *Polarisation*

Our thought leadership work brings together diverse perspectives to generate new thinking and connect this to key decision-makers and influencers.

Tapping into the knowledge of our Network, our aim is to motivate and inspire solutions for Tasmania's most intractable issues and seize the plentiful opportunities available to our island home.

The work in 2022, considered the ways in which polarisation in Tasmania acts to serve or hinder our socio-economic vibrancy and the opportunities and challenges related to this for leaders. The engagement component of the work sought to understand what leading in a polarised world means for leaders and the skills they need for effective leadership.

Having our program graduates' experiences, observations and ideas included within this work allows us to continue to inform and support leaders in Tasmania in ways that are relevant and practical.

DEFINING POLARISATION

Polarisation is the act of dividing something, especially something that contains different people or opinions, into two completely opposing groups. This project did not seek to legitimise views of opposing groups, but to seek what it means for leaders working in polarised communities or on polarising projects and how they might find common ground.

APPROACH AND METHODOLOGY

There were five elements to this project:

- Leadership scan** completed by 62 members of the Tasmanian Leaders Network, via a survey tool, to capture their experiences and views on polarisation.
- Webinar series** to provide skill development into the topic of polarisation. This involved Professor David Adams and polarity mapping experts, Neill Thru and Trevor Cousins, from Cru Leadership in the United Kingdom.
- Online forums** with the Tasmanian Leaders Network to unpack and explore the results of the leadership scan to generate further insights and advice for leaders working in polarised contexts.
- Follow up interviews** for further one-on-one discussions as a deeper data source on polarisation.
- Reporting key finding** and preparing for the 2023 thought leadership work on Tasmanian aspirations.

KEY FINDINGS

The data collected through the leadership scan, and subsequent forums, was both rich and incredibly generous. It was clearly a topic of concern for the leaders who participated.

Overall, it was felt that polarisation was broadly becoming more intense, and that more types of divisions are emerging. There were 120 mentions of where polarisation had been experienced and witnessed. These can be broadly categorised as economic, environmental and related to the Tasmanian identity. However, there was considerable nuanced subsets that offer valuable insight into leaders working in polarised settings.

In terms of where polarisation occurred, some interesting data emerged. Predictably significant increases in polarisation were in social media and politics. Interestingly, workplaces and family settings saw a range of both increases and decreases in the polarisation experienced. These reflections offer potential insights into leadership strategies.

The leadership skills, pulled from 160+ mentions, can be grouped as:

- Character
- Communication
- Skills

There are also characteristics and traits that were overarching of these skill sets which are also important to consider and understand.

Specific strategies that our respondents felt could support better leadership included skills to have hard conversations, empathy to understand differences, and facilitation and stakeholder engagement skills to better engage different views.

Other elements concerning polarisation explored in the data included:

- Does Tasmania express polarisation in unique ways?
- Is polarisation always a negative? How can polarisation create positive outcomes?
- What are the pathways to decrease negative impacts and what is the role of leadership to do this?
- How can this polarisation and leadership research be most useful and produce practical strategies?

These questions will be further considered in the follow up interviews.

Overall, the process produced extensive insights from firsthand experience. These insights can underpin valuable resources for leaders, including our graduates and participants. We are possibly the only leadership program exploring polarisation from within their network to produce location specific knowledge.

To find out more about this work, keep an eye out for a summary document that will be publicly available on our website. In the meantime, please enjoy these quotes pulled from the leadership scan from our graduates regarding the role leaders play in engaging with polarisation:

.....

“Leaders need to be curious and open minded, willing to examine their own assumptions and biases. They also need to be comfortable in emotional, heated conversations and able to hold space for others to share. Leaders need to be brave and engage in public debates on these issues to bring nuance, grey and balance to debates where this is missing.”

.....

“Polarisation can be deeply damaging to those who are being personally attacked for their views. It can also mean that choices that are in the broader public good are overridden by loud, vested interests. It is therefore important that as leaders we get better at navigating diverse perspectives and supporting those in challenging roles seeking to navigate an appropriate way forward. Get better at helping all sides feel listened to, and understanding the reason for the choice made, including changes that may have been made as a result of the diverse perspectives.”

.....

“Facilitate conversations. Help others to focus on the task rather than the person and understand that it’s OK to disagree. Role model acceptance of difference. Show curiosity about different views. Find and focus on areas of agreement.”

.....

“I think it is the role of the leader to show support and understanding on polarising issues. Leaders should be open and help to remove any misleading information or untrue statements from the discussion. They should be able to facilitate effective discussion.”

.....

“I don’t see much positive in polarisation, so I think leaders should act as role models in demonstrating thoughtful judgement and recognising that most problems don’t have an either/or answer but require trade-offs and nuance.”

PROGRAM PARTNER

.....



TASMANIAN *Leaders Network*

The Tasmanian Leaders Network is one of the most influential and diverse groups of high-impact individuals in Tasmania.

Our Network connects current and emerging leaders across all our programs to continue their leadership development and provide opportunities for them to support each other. It is made up of our graduates (page 51), our Champions (page 54) and Board (page 49) as well as our sponsors and donors.

2022 ACTIVITY

In 2022 the Tasmanian Leaders Network activity provided members with numerous opportunities for connecting, conversing and deepening our understanding of leadership and the context we lead within.

In total we delivered 38 events, in Launceston, Hobart and across the north west coast which were attended by over 1,000 people.

The 2022 year began with a Kickstarter Breakfast in three locations to help our members set goals for the year ahead with a group of peers who could hold them to account.

Other events invited the Network to make sense of the world including an interactive webinar with Dr Matt Killingsworth to consider the background to the Russia-Ukraine crises, the most important aspects of the war up to that point point, and what we might expect for the future.

We also gave our Network the chance to go beyond the local government election campaign to explore the personal toll of putting oneself front and centre on the political stage. In a world that is becoming increasingly polarised, with a 24-hour news cycle, we asked what can we do to support those who are willing to represent us? And what would it take for us to personally feel comfortable enough to put our hand up?

Guest speakers for this event included: Steve Allen, Bridget Archer MP, Emily Baker, Anna Bateman, Mayor Jan Bonde, Deputy Mayor Helen Burnett, Councillor Andrea Dawkins, Ruth Forrest MLC, Craig Garland, Stephen Phipps and Meg Webb MLC.

A highly interactive addition came from a series of museum tours that provided our Network a unique opportunity to go behind the scenes of The Hive Planetarium with Dr Martin George, The First Tasmanians: Our Story exhibition at the Queen Victoria Museum and Art Gallery with Tasmanian Aboriginal artist Vicki West, and a tour of the Grote Rebur Museum.

We rounded the year out, gathering to celebrate the year that was 2022. These were held at Du Cane Brewery, Island State Brewing and Evolve Spirits Bar.

In addition to these events, we also offered networking events within the Tasmanian Leaders Program as well as our I-LEAD programs.

It was fabulous to once again be able to offer these types of social events, after a hiatus due to Covid-19 restrictions, and we were delighted with how they were embraced by our membership.

None of this activity would be possible if it weren't for the commitment of our volunteer speakers and our regional coordinators Bree Hunter TLP15, Alex Leith TLP15, and Claire Smith TLP13.

We look forward to continuing this important work that provides our graduates, alongside other members of the Network, the opportunity to connect with each and the chance to sharpen their leadership skills so that we can find more effective ways to foster meaningful change together in Tasmania.





2022 ACHIEVEMENTS

2022 was a huge year for the Tasmanian Leaders Network, including a host of Tasmanian Australian of the Year nominations and local council election victories.

John Kamara TLP16 was named Tasmanian Australian of the Year for his inspiring work as a humanitarian and as co-founder of Culturally Diverse Alliance Tasmania and African Communities Council of Tasmania.

John escaped war-torn Sierra Leone nineteen years ago to start a new life in Tasmania, where he has since worked tirelessly to help migrants, refugees and people from culturally diverse communities.

John said TLP had helped in his own leadership journey, adding: "I would highly recommend the program, especially for those in high level leadership who might be at risk of forgetting relationships and the human aspect."

Adjunct Professor Gillian Biscoe AM was nominated for Tasmanian Australian of the Year for her outstanding achievements as a health sector leader at a state, national and international level, and for her work as a founding board director and significant pro bono contributor to Tasmanian Leaders.

Amanda French TLP10 was nominated as Tasmanian Australia's Local Hero for her work as founder of the successful Dress for Success Hobart project, which supports women to develop the right skills — and have the right clothes — to succeed at job interviews and achieve economic independence through work. This organisation is an outcome from a Learning Set Project from the 2016 Tasmanian Leaders Program.

Our Network members also enjoyed tremendous success at this year's local government elections.

Teeny Brumby TLP13 won the race to become Mayor of Burnie while Cheryl Fuller TLP6 triumphed in the Central Coast Council mayoral contest.

Teeny said the Tasmanian Leaders Program had given her "vital skills to lead my community", adding, "I strongly recommend TLP for anyone looking to make a significant contribution as a leader in Tasmania."

Elsewhere Jess Greene I-LEAD NFP 2021, was voted in as West Tamar Council Deputy Mayor while Bree Hunter TLP16 was elected to Clarence City Council at the first time of trying.

Congratulations to all concerned. Of course, these are just some of the wins by our Network members this year and we celebrate the many achievements of our graduates.

We can't wait to see what leadership successes 2023 brings for our Network members!

2022 *Pulse Survey*

In 2022 we surveyed the graduates from our TLP and I-LEAD programs, delivered between 2007 and 2021, to gather information about the impact participation in a Tasmanian Leaders program has on participants, their work and their contribution to the Tasmanian community.

The survey also sought to understand how our graduates engage with each other and with Tasmanian Leaders.

SURVEY PARTICIPATION

- 197** graduates completed the survey, which represents 32.7% of our alumni
- 54%** of respondents had completed the Tasmanian Leaders Program
- 46%** of respondents had completed an I-LEAD program

PROGRAM IMPACT ON PARTICIPANTS

- 94%** of respondents have applied a learning, or model, from their leadership program in the past twelve months.
- 80%** of respondents had agreed that ‘leaning-in to challenges’ was the strongest dimension of change that they had experienced in the past twelve months.
- 77%** agreed ‘I am more inclined to step up and exercise leadership’.
- 69%** of respondents are interested in mentoring future program participants.
- 80%** of respondents stated they are satisfied with Tasmanian Leaders events.

PROGRAM IMPACT ON TASMANIA

Across 197 respondents, on average, graduates spend 6.9 hours per week in voluntary work collectively contributing 45,864 hours of volunteer hours per year to the Tasmanian community, representing an economic contribution of \$2.6 million dollars. Of these 26% of graduates volunteer boards or committees.

PROGRAM EXCELLENCE

The ‘Pulse Survey’ data provides strong evidence that participation in a Tasmanian Leaders program continues to have a positive and lasting influence on graduates, with a very high impact on personal and professional growth evident long after graduation.

The most common ways in which the experience of a Tasmanian Leaders program has helped them in their effectiveness at work, in the community and at home was around the enhanced awareness of self and others.

PULSE SURVEY RESPONDENT QUOTES

The most common ways in which the experience of a Tasmanian Leaders program has helped graduates in their effectiveness at work, in the community and at home was around the enhanced awareness of self and others, broader perspectives and greater confidence as demonstrated by the following quotes.

“The combination of Tas Leaders and Dare to Lead programs have been absolutely life changing. I often think and talk through the Four Rooms of Change, the stress graph, pushing through issues to values, the concept of moving towards discomfort, and just in everyday self-confidence.”

“The extended times of reflection and the simultaneously challenging and joyful diversity of the program were powerful for increasing my other awareness, self-awareness, and broadened understanding of the multiplicity of influences upon and within our society. These are broad brush in which the TLP supported me – and they brush across all of work, community and home.”

“I have a broader perspective, more tools to draw on and a helpful support network.”

“Understanding other people’s motivations and drivers, and how to best work with those attributes”

“Learning about different personality types and communication styles, and how to cater to these to get the most out of team members and hold effective meetings is something that I draw on constantly”

“The learnings and models allowed me to view an issue from multiple angles. Allowing a more comprehensive solution to be identified.”

TASMANIAN LEADERS

Board Members



Rob Woolley
Chair



Bess Clark
Deputy Chair



**Adjunct Professor
Gillian Biscoe AM**
Secretary



Adrian Daniels
Treasurer



Katy Cooper
Board Member
(from July 2022)



Kim Evans
Board Member



Sally Glaetzer
Board Member
(from July 2022)



Ross Lamplugh
Board Member
(from July 2022)



Ben Maynard
Board Member
(from July 2022)



John Perry
Board Member
(until December 2022)



Tasmanian Leaders Foundation

The Tasmanian Leaders Foundation was established in 2018 to enable greater access to Tasmanian Leaders programs for those who face increased challenges and those who are unemployed or underemployed.

By increasing access to leadership programs and training we hope to provide specific opportunities and support for this group of Tasmanians to enable them to lead an improved quality of life.

The Tasmanian Leaders Foundation wishes to acknowledge and thank TasNetworks and The Select Foundation as our 2022 Tasmanian Leaders Program and I-LEAD scholarship supporters. Together we were able to provide scholarships for Tasmanian Aboriginal people and those living with a disability. We look forward to offering further such scholarships in the future with these and other partners.

If you would like to donate to support the work and purpose of the Foundation, please contact our CEO on angela.driver@tasmanianleaders.org.au. As a registered Deductible Gift Recipient, all donations \$2 and above are tax deductible.

Thanks to Foundation Board members Adjunct Professor Gillian Biscoe AM, Clarissa McCoid and Rob Woolley for supporting the strategic work of the Foundation with special mention to Ginna Webster TLP2 who stepped down as the Foundation's Chair in February and welcome to Sally Glaetzer who joined the Board in December 2023.



TLP15 2021 TASMANIAN LEADERS PROGRAM GRADUATION CEREMONY

The TLP15 Graduation ceremony was held in Hobart at Glen Albyn Estate on Sunday 6 February 2022.



TASMANIAN LEADERS

Graduates

Honorary members

Anthea Pritchard
John Perry
Gillian Biscoe AM
Brain Lewis

TLP1 2007

Renee Anderson
Janine Arnold
Tim Bishop
Julia Curtis
Andrew Frost
Maree Fudge
Kiros Hiruy
Christopher John
Wayne Johnson
Glenn Joyce
Tom Lewis
Sue Martin
Zach McArthur
Louise Mills
Ian Nelson
John Ralph
Sandie Silva
Michelle Swallow
Jason Unwin
Deidre Wilson

TLP2 2008

Fionna Bourne
Susie Bower
Celia Bray
Vanessa Cox
Matt Durose
Liila Hass
Sam Ibbott
Natasha Keep
Mark Mason
Katherine Miguel
Lisa Nelson
Joe O'Byrne
Ben O'Donnell
Craig Perkins
John Ranicar
Ted Ross
Stuart Smith
Ginna Webster

TLP3 2009

Stuart Auckland
Jan Batchelor
Janet Carty
Amanda Castray
Brendan Charles
Lou Clark
Jane Crosswell
Angela Driver
Jen Edis
Jason Hay
Dion Lester
Simon Matthews
Zac McGee
Andrew Moore
Megan Morse
Mark Parssey
Corey Peterson
Stephen Piper
Sherri Ring
Narelle Smith
Stuart Wiggins
Steve Willing

TLP4 2010

Meg Archer
Shona Arnold
Ian Beswick
Natasha Exel
Rebecca Gray
Jo Gregg
Tonia Gretschnann
Sam Horsman
Clynton Jaffray
Mark Jefferson
Win Mahar
Simon Paul
Suzanne Purdon
Alan Radford
Kacey Rubie
Cat Schofield
Michael Sims
Darryn Smith
Andrew Truscott
Andy van Emmerik
Ian Adams

TLP5 2011

Lucy Byrne
Simon Chandler
Amanda Daly
Phillip Dewis
Poppy Fay
Ruth Forrest MLC
Nick Haddow
Steve Henty
Michael Kelly
Jill Maxwell
Brett McDermott
Dean Munday
Wayne Murraylee
Guy Robertson
Martha Robson
Alan Rosevear
John Rowland
James Sugden
Melinda Thomas
Cathy Tonkin
Jo Tubb
Julie Waddington
Mark Watson

TLP6 2012

Jane Forrest
Cheryl Fuller
Kate Grady
John Hooper
Todd Houstein
Matthew Hubbard
David Hugo
Eleanor James
Margie Jenkin
Gayle Johnston
Rosalie Martin
Ben Maynard
Mark Millhouse
Sharon Pittaway
Frances Pratt
Sue Robertson
Lisa Rudd
Stewart Sharples
Gina Sidhu
Lucinda Szczypior
Tracey Tasker
Pax Taylor
Allan Walsh
Simon Wiggins

TLP7 2013

Danielle Campbell
Richard Cassidy
Stella Cook
Rachael Cox
Tim Cubit
Kay Cuellar
Adam Dickenson
Kylie Eastley
Sakura Franz
Matthew Geoghegan
Rebecca Greenwood
Richard Ingram
Richard James
Danny Johnson
Andrew Kidd
Rikki Mawad
Susan Moore
Timothy Moss
Paul Niven
Nadine Ozols
Leanne Sherriff
Joanna Siejka
Erin Smallbon
Bradley Turner

TLP8 2014

Martin Anderson
Anna Balmforth
Lola Cowle
Antony Deck
Craig Emmett
Ben Hart
Claire Jones
Alison Lai
Shawn Lee
Glen O'Keefe
Alice Percy
Andrew Pitt
Anya Reading
Misty Sanderson
Scott Schilg
Pete Smith
M'Lynda Stubbs
Don Thomson
Mike Thomson
James Versteegen
Ainstie Wagner
Naomi Walsh
Vani Welling
Tom Windsor

TLP9 2015

Garth Barnbaum
Amanda Bond
Archana Brammall
Stephen Clarke
Adam Clavell
Claire Cunningham
Mark Dickinson
Matthew Gee
Todd Henderson
Megan Jolly
Danielle Kidd
Ross Lamplugh
Catriona Macleod
Emma Matuszek
Nathan McDonald
Amy Parker
Nicky Pollington
Christopher Rayner
Nick Steel
Damien Stringer
Alison Turner
Steve Wiggers
Ellen Witte
Angela Yao

TLP10 2016

Robin Barnes
Louise Bishop
Donna Brown
Shuhong Chai
Daryl Connelly
Amanda French
Michael Giudici
Chris Griffin
Daniel Hackett
Jeff Harper
Theresa Hay
Prue Horne
Kacee Johnstone
Fiona Kerlake
Stuart Loone
Susan McLeod
Alexandra Mitchell
Leigh Oswin
Monica Plunkett
David Pyefinch
Malcolm Reeve
Kieran Rimmelzwaan
Lance Stapleton
Ursula Taylor

TLP11 2017

Damien Arkley
Maree Bennett
Lucy Blake
Phillip Boxall
Justine Brooks
Kristy Brown
Adrian Daniels
Kirby Dillon
Nicholas Dwyer
Benita Fordham
Spencer Gibbs
Geraldine Hayes
Sean Hollick
Jason Licht
Rachel Nichols
Kate O'Shannessey
Margo Peart
Nick Probert
Megan Rozynski
Nicole Sherriff
Rowan Trebilco
Mark Wild
Michael Woodward
Tom Woolley

TLP12 2018

Leigh Arnold
Cassie Arnold
Phil Beeston
Ilya Brucksch
Paris Buttfield-Addison
Samuel Cairnduff
Anne Carey
Sarah Coulson
Waqas Durrani
Andy Fist
Sam Halliday
Jenn Heggarty
Alison Hugo
Jason Imms
Tim Jordan
Justin Legg
David Lenel
Chris Love
Donna McDermott
Hannah Moloney
Jarred Moore
Martin Moroni
Kate Owen
Jessica Robbins
Jessie Stanley
Grace Walsh
Carolyn Watson
Ally White
Gary Williams

TLP13 2019

Adrian Beswick
Emma Birch
Teeny Brumby
Alistair Burke
Emily Chase
Damian Collins
Marcus Courtney
Chris Duffy
Simon Fraser
Caroline Gray
Jordie Gray
Darren Harris
Pamela Honan
Katrina Kelly
Jennifer McKenzie
Tom Remenyi
Krishna Saward
Jen Smit
Claire Smith
Katrina Spark
Oliver Thornalley
Kelly Walker
Chris Warr
Natalie Whish-Wilson

TLP14 2020

Luke Cameron
Michael Chan
Luke Clasener
Kate Daley
Kelly Eijdenberg
Andrew Goldsworthy
Stephen Hill
Sarah McIntosh
Todd Nation
Edith O'Shea
Carmen Primo Perez
Sarah Proud
Jeremy Ramsey
Alison Raymond
Kieren Rix
Krutika Sen
Susannah Slatter
Terry von Bibra
Bec Wade
Jesse Webster
Fiona Weller
Alex Woodward

TLP15 2021

Jonathon Anning
David Atchison
Blaze Barker
Kate Beven
Tim Byrne
Kristen Desmond
Simon Gates
Harpreet Gill
Hannah Gray
Tania Harvey
James Holden
Bree Hunter
Alex Leith
Lisa Lods
Robert Maher
Richard Morgan
Jessie Pangas
Jessica Phillips
Juma Piri Piri
Jarred Ranson
Sheree Templar
Rachel Wadsley
Stuart Watson
Andrew Wilford

I-LEAD 2018

Zara Bussey
Lee Christmas
Matthew Collins
Danielle Conlan
Georgia Cummings
Karina Dambergs
Cameron Dixon
Simone Hackett
Kaimon Johnson
Robb Jubb
Brock Kerlake
Gavin Kuipers
Trina Mangels
Jen Murnaghan
Trevor Pedersen
Ana Pimenta
Damien Pinkerton
Rachel Power
John Ramsay
Annette Reed
Tom Richards
Anna Robertson
Peter Walker
Kellie Walker
Bianca Welsh
Danielle Wheatley
Ian White
Brent Wilcox
Juanita Wood

I-LEAD 2019

Sharon Armstrong
 Belinda Bird
 Zoe Bok
 Susan Carins
 Tahlia Cavaretta
 Chelsea De Main
 Sam Denmead
 Craig Ferguson
 Iain Field
 Hayden Fox
 Michael Hay
 Sam Jaeschke
 Sam Karpinić
 Samuel Kiely
 Maureen Lacey
 Jessi Mostogl
 Tristan Nichols
 Felicity Richards
 Mark Richardson
 Cassie Scolyer
 Paul Soldo
 Oliver Strickland
 Sarah Thomas
 Sandy Travers
 Edward Weichelt
 Andy Welling
 Rueben Wells

I-LEAD 2020

Roxane Bandini-Maeder
 Elyse Barnett
 Deborah Beever
 Tamara-Lee Beveridge
 Ange Boxall
 Melissa Britt
 Kate Bucknell
 Warena Burgess
 Geraldine Camilleri
 William Cassidy
 Chontelle Cripps
 Helen Curtis
 Marc Dille
 Luke Finley
 Sean Fisher
 Jen Fry
 Jodhi Gough
 Thomas Green
 Courtney Greisbach
 Reg Grundy
 Richard Harding
 Curly Haslam-Coates
 Bronwyn Hawkins
 Sam Ikin
 Amy Imms
 Rachel Jacka
 Jane Johnston
 Aaron Jones
 Matthew Lamprey
 Richard Morgan
 Louise Morris
 Sally Murfet
 Alison Oakes
 Courtney Olds
 Pia Palmer
 Joe Pickett
 Lincoln Quilliam
 Greg Ross
 Rachael Trueman
 Coreena Vieth
 Elizabeth Virieux
 Michelle Walkden
 Tom Wallace
 Thomas Waugh

I-LEAD NFP 2021

Tyrone Adamson
 Lucy Anderson
 Danni Ashton
 Tracey Bagger
 Jonathan Bedloe
 Trent Chilcott
 Bella Fountain
 Jess Greene
 Kathryn Johnson
 Linda Karlsson
 Eve Lazarus
 Amanda McEvoy
 David Morgan
 Steven Phipps
 Andrea Porte
 Hannah Richardson
 Elenor Rigney
 Miriam Rule
 Kim Ryan
 Carl Saunder
 Linda Smith
 Lucinda Szczypior
 Angela Waite
 Elise Whitmore

I-LEAD SB 2021

Adam Anstie
 Kirsten Bach
 Manuel Barragan
 Angelique Brcic
 Edwina Brisbane
 Gabriella Conti
 Ruby Daly
 Casey Hiscutt
 Pippa Jensen
 David Kewley
 Kimberley Odgers
 Nathan Page
 Megan Perkins
 Bree Philpot
 Rachael Pulford
 Jacqueline Slyp
 Duane Vickery
 Brittney Woolley

I-LEAD T+H 2021

Emma Azon-Jacometti
 Patrick Barrie
 Damien Blackwell
 Erin Cole
 Nathan Dunn
 Sean Gerrity
 Rebecca Gillie
 Traci Hampson
 Saga Hassinen
 Samuel Johnson
 Rafaela Krause
 Andre Kropp
 Jane Ledingham
 Alexander Lowe
 Elisa Magni
 Jessica Maybus
 Robyn McInerney
 Jane Overington
 Laura Papiccio
 Richard Pollocks
 Jennifer Potter
 Caleb Robertson
 Patrick Rodgers
 Daniela Ruiz
 Anita Russell
 Liana Seadon
 Taylor Sternek
 Rebecca Suitor
 Melanie Sullivan
 Samantha Sytsma
 Rebecca Tipton
 Alison Wallace
 James Welsh
 David Wise
 Evelyn Wong

2022

Supporters

Tasmanian Leaders would not be possible without the contributions made by an active and expanding network of supporters.

The content of our leadership development programs and Network activity is delivered by hundreds of volunteers who freely give their expertise, knowledge, lived experience and facilitation skills to help us develop leadership capacity across Tasmania.

Tasmanian Leaders wishes to thank everyone listed below and throughout the yearbook for their work and support in 2022.

Extra special thanks to our volunteers who go above and beyond the call of duty to support Tasmanian Leaders: Bob Campbell and Lynda Jones from the noagroup for facilitating TLP16's highly impactful Residentials. And to everyone else who lent us a hand, or a venue or contributed in some other way to our many 2022 successes.

TASMANIAN LEADERS STAFF MEMBERS

Sarah Cooper, Marketing Coordinator (from June)
 Angela Driver TLP3, Chief Executive Officer
 Simone Hackett I-LEAD 2018, Business Manager
 Magdalena Lane, Relationship Manager (until October)
 Donna McDermott TLP12, Program Manager (from April)
 Jess Robbins TLP12, Future Impact and Network Coordinator (until March)

LEADERSHIP CHAMPIONS

Melanie Bartlett	Jane Bennett
Bob Campbell	Neroli Ellis
Michael Field AC	Lara Giddings
Peter Gutwein	Nicholas Heyward
Liz Jack	Mark Kelleher
Greg McCann	Norm McIlpatrick
Christine Mucha	Dan Norton AO
David O'Byrne MP	Tom O'Meara
Anthea Pritchard	Martin Rees
Kim Seagram AM	Judy Tierney OAM
Kathryn Thomas	Mark Thomas
Albert van Zetten	Mike Vertigan AC
Malcolm White	Don Wing AM

TLP16 EXECUTIVE COACHES

Jill Currey
 Greg Jemsek
 Ben Pangas
 Steve Willing TLP3

2022 I-LEAD PEER CONSULTING MENTORS

Simone Hackett I-LEAD 2018
 Aaron Jones I-LEAD 2020
 Lisa Lods TLP15
 Robyn McInerney I-LEAD T&H 2021
 Daniela Ruiz I-LEAD T&H 2021
 Melinda Schultz I-LEAD T&H 2022
 Jennifer Smit TLP13
 Coreena Vieth I-LEAD 2020
 Rachel Wadsley TLP15
 Evelyn Wong I-LEAD T&H 2021

LEADERSHIP + LEGACY SYMPOSIUM WORKING GROUP

Danielle Campbell TLP7
 Sarah Coulson TLP12
 Hannah Gray TLP16
 Nick Probert TLP11

LINKING WITH A LEADER REGIONAL COORDINATORS

Bree Hunter TLP15
 Alex Leith TLP15
 Claire Smith TLP13

2022 PHOTOGRAPHERS

Danielle Conlan, Symposium and I-LEAD T&H networking event
 Richard J Ho, I-LEAD Women in Industry Government House networking event
 Richard Jupe, Tasmanian Leaders Program
 Jack Robert-Tissot, 2021 TLP Graduation and Drought Resilience Leaders Development Program
 Eddie Safarik, Connect

FOUNDATION PARTNER

Tasmanian Leaders is supported by the Tasmanian Government through the Department of State Growth



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EVENT AND PROJECT PARTNERS



AFFILIATES



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Leaders

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@TasmanianLeaders



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