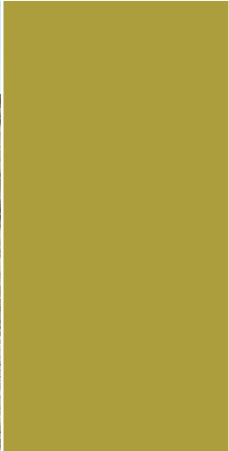




2024

YEARBOOK



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tasmanianleaders.org.au

PO Box 1186 Launceston TAS 7250

info@tasmanianleaders.org.au



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ABOUT *Tasmanian Leaders*

Our purpose

Our purpose is to amplify purposeful and inclusive leadership for greater social, economic and environmental wellbeing.

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 2024-2030

Leadership development

GOAL
To be the number one choice for leadership development in Tasmania.

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 and resource commitment.

Effective networks

GOAL
To boast the most connected and diverse network in Tasmania.

STRATEGIES

1. Maintain the Tasmanian Leaders Network, and associated activities and events, as our primary strategy for connectedness.
2. Continue to diversify our network by reaching into new areas and establishing new partnerships.

Leadership in action

GOAL
To activate our network to positively influence our future.

STRATEGIES

1. Seek opportunities that encourage those within and beyond our Network to think about our preferred futures.
2. Convene people to create positive and sustained systemic change towards our preferred futures.

Sustainable expansion

GOAL
To be efficient and viable in broadening our reach and impact.

STRATEGIES

1. Continue to monitor and assess our performance and impact at Board, staff and program level.
2. Maintain and grow relationships with people, organisations, industries and communities to grow sustainably.

WELCOME *from the Chair*

In 2024, Tasmanian Leaders cemented our reputation as the heartbeat of leadership development in Tasmania.

Through a diverse range of programs, impactful events, and a growing network of nearly 900 leaders, we continued to inspire, connect, and empower individuals dedicated to making a meaningful impact in their organisations, communities and beyond.

In 2024, we proudly delivered the 18th **Tasmanian Leaders Program (TLP)**, our flagship leadership initiative. This cornerstone program was complemented by an expanded suite of targeted programs and workshops, including the launch of an **Industry Leadership Enterprise and Development (I-LEAD)** for Young Professionals, the **Drought Resilience Impact Preparedness (DRIP)** program for community leaders tackling climate related challenges, and cutting-edge sessions on **Business and AI** with Simon Tyrrell. Together, these offerings continue to address the evolving needs of leaders across Tasmania.

Looking further afield, we proudly delivered the inaugural **Leadership Development Summit** in partnership with the University of Tasmania. This landmark event brought together sixty of the brightest minds in leadership development—scholars and practitioners alike—to elevate the practice of leadership development in Australia and beyond. We look forward to seeing this event live on with our friends at the Australian Rural Leadership Foundation hosting the 2025 event in Canberra.

Complementing this was our **Leadership + Humanity Symposium**, which brought over 110 delegates to Hobart for a compelling event focused on fostering a more human-centred approach to leadership. We're excited to share with you the re-launch of our Symposium in 2025 with fresh thinking and exciting new branding.

At the heart of our work are our graduates, who form the core of the **Tasmanian Leaders Network**. In 2024, we delivered a dynamic schedule of in-person events for the Network, reinforcing our commitment to leveraging this influential group for Tasmania's future. This effort was amplified by our **Leadership in Action** initiative led by Katy Cooper. This pillar of work launched an impactful series of programs and workshops, launching with a **Futures Thinking** workshop with Dr Cheryl Doig and two standout Leadership Labs—**Complexity** with Dr Aiden M.A. Thornton and **Building Belonging** with Dr Joseph Crawford. Insights from these Labs will inform reports to be released early in 2025, aiming to spark critical conversations about the essential skills leaders' need in today's world.



I want to acknowledge the many volunteers who support our work—serving on our committees and contributing as speakers, facilitators, mentors, and consultants.

A special mention goes to the TLP facilitation team—Katy Cooper, Dr Polly McGee, and Steve Willing GTLP. This was their first year collaborating with our CEO in leading the program, and they truly delivered—setting an inspiring standard for the future.

I'd like to extend special thanks to our current Board members (listed on page 42) for their invaluable insights and guidance throughout the year. A heartfelt farewell to Sally Glaetzer, whose contributions over the past two years have been exceptional.

In 2024, we strengthened our staff team, building the capacity needed to support our growing programs. We are ever grateful for the professionalism and passion brought by every team member under the guidance of our Chief Executive Officer, Angela Driver GTLP. Angela continues to lead our organisation with a seemingly limitless energy. With Angela's strategic insights we have continued to grow and evolve our core leadership offerings. Our work is recognised across Tasmania and endorsed by highly regarded professionals across Australia.

Our work would not be possible without the steadfast support of the Tasmanian Government, our foundation partner. This vital backing, combined with contributions from participants, employers, and the generosity of our valued partners and donors, ensures our programs remain accessible, affordable, and impactful in fostering more connected and capable leaders. A special thanks to our major partners, KPMG and WIN Television, and our program and event partners: the Australian Government through the Future Drought Fund, Foundation for Rural and Regional Renewal, Federal Group, Foot and Playsted, Huon Aquaculture, Hydro Tasmania, TasNetworks, Nekon, Reconciliation Tasmania and Regional Development Australia (Tasmania). A full list of our partners can be found on page 47.

As we reflect on 2024, it's clear that leadership is not a solo pursuit—it thrives through connection, collaboration, and collective action. With the announcement of our Deductible Gift Recipient (DGR) status, we are poised to build even stronger partnerships in 2025. Together, we can achieve the meaningful change that no one leader can accomplish alone. We hope you will join us.

Rob Woolley

**Chair
Tasmanian Leaders**

OUR 2024 *activity*

7 DISTINCT PROGRAMS 

TASMANIAN LEADERS PROGRAM

I-LEAD YOUNG PROFESSIONALS

DARE TO LEAD™ AND GRADUATE CLASS WITH ZOË COYLE AND DR POLLY MCGEE

TRAUMA INFORMED LEADERSHIP, TEAMS AND CULTURE WITH DR POLLY MCGEE


DROUGHT RESILIENCE IMPACT PREPAREDNESS (DRIP)

BUSINESS + AI WITH SIMON TYRRELL

FUTURES THINKING WITH DR CHERYL DOIG

 **355**
PARTICIPANTS

 **8**
SCHOLARSHIPS
VALUED AT \$18,000

 **6,303**
5,011
1,962 
SOCIAL MEDIA FOLLOWERS

18,000+
ACTIVE WEBSITE USERS

72
NEW GRADUATES 
895
TOTAL GRADUATES 2007-2024

 **235**
VOLUNTEER SPEAKERS
& FACILITATORS

14 
EVENTS

INAUGURAL LEADERSHIP DEVELOPMENT SUMMIT

LEADERSHIP + HUMANITY SYMPOSIUM

LEAD BEYOND BREAKFAST PANEL

NAVIGATING CLIMATE CHANGE PANEL

3 X END OF YEAR TASMANIAN LEADERS NETWORK EVENTS

3 X TLP NETWORKING EVENTS

2 X GRADUATION EVENTS

2 X LEADERSHIP LABS

 **795**
ATTENDEES

MESSAGE

from the Chief Executive Officer

As we close the chapter on 2024, I am reminded of the unpredictable and transformative journey that leadership often takes us on.

It is a path filled with challenges, opportunities, and ongoing learning. This year has been a testament to the power of leadership and collaboration, and I am profoundly grateful to everyone who has joined us along the way.

Together, we have achieved remarkable milestones, building on an eighteen-year legacy of making a difference. A highlight of 2024 has been the continued success of our Community Action Projects, which address real needs and create lasting change across Tasmania. From empowering women through Dress for Success Tasmania, celebrating its fifth anniversary in 2024, to fostering professional networks like the Northern Young Professionals Network, these initiatives exemplify leadership in action. They join a proud history of community-driven successes, and we eagerly anticipate what the 2024 TLP Learning Sets will bring—including the NARLE Project, which recently concluded in George Town. You can read more about this project and others on page 30.

These accomplishments reflect the passion and dedication of our participants, alumni and partners. When we present an idea to our collaborators, the response is often, “Yes, let’s make that happen!” This spirit of cooperation underpins all that we do. Special thanks to Dr Toby Newstead and Dr Joey Crawford for saying yes to Australia’s first leadership development summit bringing together top tier leadership scholars and practitioners. Our thanks to other collaborators including melaythiner tiakana *warrana* (Heart of Country) Aboriginal Corporation, Regional Development Australia (Tasmania) and Rural Alive and Well for partnering with us on **Drought Resilience Impact Preparedness (DRIP)** program, and to Federal Group for investing in the development of young professionals through a new **I-LEAD** we successfully launched in 2024.

Behind the scenes, this success is supported by the professionalism and commitment of our dedicated team: Claire Beale (Marketing and Communications Coordinator), Karen Davis (Administration and Events Coordinator), Tania Harvey (Executive Officer), and Ros Young (Program Coordinator). Their unwavering efforts ensure our programs and events consistently deliver exceptional value and impact. A special acknowledgment goes to Simone Hackett, our former Business Manager of five years, whose dedication greatly contributed to our recent successes.



Looking ahead, 2025 promises to be a year of growth and innovation as we launch an exciting new workshop series, **Leading at the Edge**. Designed to equip leaders with future-ready skills, these one-day sessions will provide practical and immersive learning on cutting-edge topics such as navigating complexity, generative AI, climate adaptation, and the neuroscience of leadership. With a flexible “choose your own adventure” format, participants can customise their learning experience by enrolling in one or more workshops that align with their unique needs and aspirations.

Why Leading at the Edge? In Tasmania, we proudly stand at the edge of the world—a place of breathtaking beauty and unique perspectives. But the edge is more than just our geography; it represents our commitment to being at the cutting edge of leadership development expertise. It’s where bold ideas meet action, and where we push boundaries to inspire growth at the edge of our capacity. Through our **Leading at the Edge** series, we invite you to step to the edge of your own learning journey, explore new horizons, and discover the tools to lead with confidence and impact.

Will we see you at the edge in 2025?

Angela Driver

**Chief Executive Officer
Tasmanian Leaders**



TLP18 2024

The 2024 Tasmanian Leaders Program included seven Linking Sessions and three multi-day Residentials co-designed and facilitated by Katy Cooper, Angela Driver GTLP, Dr Polly McGee and Steve Willing GTLP.

Residential Retreats

<i>Session</i>	<i>Where</i>	<i>Date</i>
Opening Residential	Iron Creek Bay, Sorell	Thursday 22 February – Sunday 25 February
Mid-Year Residential	Barnbogle Dunes, Bridport	Friday 21 June – Sunday 23 June
Closing Residential	Eastcoaster, Orford	Friday 15 November – Sunday 17 November

Linking Session One

INNOVATION AND INDUSTRY

Burnie: 21-23 March 2024

Tour of the Makers Technology and Innovation Hub	Belinda Beavan , Lecturer in Nursing (Teaching Intensive), University of Tasmania	Site Host
	Clarissa Forster , Regional Partnerships Officer, University of Tasmania	
	Tina Walker , Maintenance Supervisor, University of Tasmania	
Demographic shifts and economic impacts in NWC Tasmania	Matthew Nichol , Director and Principal Economist, REMPLAN	Presenter
Site visit: Grange Resources	Ben Maynard GTLP , Operating Manager, Grange Resources	Site Host
	Dian Olwagen , Manager Quality & Process Improvement, Grange Resources	
Site visit: Jayben Group	Robert Duncombe , General Manager, Jayben Group	Site Host
	Chris Johnson , General Manager, Jayben Group	
Understanding psychological capital	Professor Swee-Hoon Chuah , Professor of Behavioural Economics – University of Tasmania	Presenter
Site visit: Elphinstone Pty Ltd	Randall Mee , Supervisor, Elphinstone Pty Ltd	Site Host
	Malcolm Watkinson , Operations and support Manager, Elphinstone Pty Ltd	
Leadership story	Dale Elphinstone , Executive Chairman, Elphinstone Group	Presenter
Workshop: How Lean creates innovation in industry	Clynton Jaffray GTLP , Director and Lean Coach, Productivity Improvers	Presenter
Site visit: TMEC Centre of Excellence	Vanessa Skipworth , General Manager, Tasmanian Minerals, Manufacturing and Energy Council (TMEC)	Site Host
Site visit: Brandsema Tomatoes	Anthony Brandsema , Owner, Brandsema Tomatoes	Site Host
Site visit: Costa Raspberry Farm	Rob Saggus , Farm Manager, Costa Raspberry Farm	Site Host
	Rohan Kile , Operations Manager – Berry Category, Costa Raspberry Farm	
Site visit: Eastford Creek Winery	Rob Nichols , Owner, Eastford Creek Winery	Site Host
	Rachel Turner GTLP , Co-Owner, Eastford Creek Winery	



Linking Session Two

GOOD GOVERNANCE AND GOVERNMENT

Hobart: 5-6 April 2024



Devilishly good governance: Un-leashing Tasmanian democracy	Robert Hortle , Deputy Director and Senior Research Fellow, Tasmanian Policy Exchange	Presenter
'Good Governance' case studies from Australia and New Zealand School of Government	Dan Norton AO , Non-Executive Director	Presenter
Good Government: Structures that could strengthen Tasmanian democracy	Mark Thomas , Director, M&M Communications	Facilitator
	Richard Connock , Tasmania's Ombudsman	Panellists
	Michael Easton , Chief Executive Officer, Integrity Commission Tasmania	
	Ginna Webster GTLP , Secretary, Department of Justice	
World Café: Question time with our political leaders	Ruth Forrest MLC , Independent Member for Murchison	Panellists
	Cassy O'Connor , Former Leader of the Tasmanian Greens	
	Nic Street MP , Liberal Member for Franklin	
	Senator Anne Urquhart , Australian Labor Party, Senator for Tasmania	
Democracy in danger	Matt Killingsworth , Head of Politics and International Relations, School of Social Sciences, University of Tasmania	Presenter
Designing for wiser action	Julia Curtis GTLP , Social Alchemist	Presenter
Leadership story	Mark Harrison , Chief Financial Officer, Procreate	Presenter
Introduction to coaching	Steve Willing GTLP , Growth in Mind	Presenter

Linking Session Three

DIVERSITY, INCLUSION AND BELONGING

Launceston: 24-25 May 2024

Think twice	Graeme Gardner , Tasmanian Aboriginal Advocate	Presenter
Unlocking the keys to diversity	Robin Banks , Disability Rights, Human Rights, Public Policy and Advocacy	Presenter
Living through crisis and getting through the other side	Stephen Hill GTLP , Operations Manager for Emergency Relief and Housing Services, Launceston City Mission	Presenter
Discrimination, courage and advocacy	Stuart Davey GTLP , Manager - Community Legal Education and Information, Legal Aid	Facilitator
	Sharon Corvinus-Jones , Chief Executive Officer, Kentish Regional Clinic	Presenters
	John Kamara GTLP , 2023 Tasmanian Australian of the Year	
	Rosie Putland , Co-Founder and Principal Accessibility Consultant at Modality Co	
	Deb Thomson , Family Violence Survivor	
Leadership in place: Connecting with community champions	Patsy Hodges , Karinya Women's Shelter	Site Hosts
	John Ali , Migrant Resource Centre	
	Pete Richardson , Pete's Garden	
	Kirsten Ritchie , Strike it Out	
Leadership story	Peter Gutwein , former Tasmanian Premier	Presenter
Lunch at Harvest Market	Kim Seagram AM , Chair Fermentation Tasmania and Past President Harvest Launceston Farmers Market	Site Host
Community Action Projects: Learning from past experience	Robin Barnes GTLP , Dress for Success	Panelists
	Alison Hugo GTLP , Cycling Without Age	
	Kat Kelly GTLP , Welcome Back(pack)	
	Andrew Pitt GTLP , Welcome Dinner Project	



Linking Session Four

LIFELONG LEARNING - RESILIENCE & ADAPTABILITY

Hobart: 26-27 July 2024



Echidnas and ants - the future of education	Professor Rufus Black , Vice-Chancellor, University of Tasmania	Presenter
Unlocking potential - the psychology of learning and development	Associate Professor Terri Simpkin , Chief Executive Officer, Mischief Business Engineering	Presenter
Why is it so hard for us to be rational, and for our organisations to keep learning?	Dr Michael Rowan , Emeritus Professor, University of South Australia	Presenter
World Café: Understanding the learner experience	Students from Claremont College and St Michael's Collegiate School	Presenters
Panel: Learning in response to the future	Erin Buttermore GLTP , Director, Strategy and Culture	Facilitator
	Jenny Burgess , Associate Secretary, Department for Education, Children and Young People	Panellists
	Phil Harper , Chief Commissioner, Scouts Tasmania	
	Stuart Hollingworth , Director, Jobs Tasmania	
Damian Peirce , Director, Workforce Development DPCTas		
Site visit: WET Centre TasTAFE	Mandy Divola , Industry and Business Growth Manager, and Educator, Water and Energy Trades Centre of Excellence (WET), TasTAFE	Site Host
Workshop: generative AI	Simon Tyrrell , Chief Strategy Officer, Humaie	Presenter
Leadership story	Ginna Webster GTLP , Secretary, Department of Justice	Presenter

Linking Session Five

NEURODIVERGENCE IN THE WORKPLACE

Launceston: 23-24 August 2024

What is neurodiversity	Olivia Boer , Clinical Psychologist and Director, Healthy Mind Centre Launceston	Presenter
Neurodiversity advocacy and support within the workforce	Hannah Reeve , Co-Founder, Regional Autistic Engagement Net-work (RAEN)	Presenter
Panel: Lived experience - grounding in stories of workplace inclusion	Cath Ralston , Founder, CathKin Co	Panellists
	Joe Robinson , Principal Consultant, The Creative Technologist	
	Shawn Sinclair , Owner, ThiccBoi Collectables	
	Emily-Rose Wills , Arts and Culture Officer and Youth Engagement Associate, George Town Council	
Rose, thorn, banana: An autistic in the workplace	Lisa Gershwin , Scientist, Writer and Aspie	Presenter
Diversity and inclusion - leading with love	Jordan Emery , Chief Executive, Ambulance Tasmania	Presenter
Inclusive workplaces	Frances Pratt GTLP , Managing Partner, Fervid Partners	Presenter
Site visit: Big Picture School, exploring how to structure workplaces for neurodiversity	Cindy-Anne Johnston , Principal, Big Picture School	Site Host
Neurodivergent oxymorons	Polly McGee , Co-Chief Executive Officer, DISCO	Presenters
	Sam Perkins , Chief Executive Officer, Cellular Agriculture Australia	
Workshop: A problem to solve or a polarity to manage	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Presenter
Leadership story	Lisa Miller , Chief Executive Officer and Founder, Wedgetail	Presenter



Linking Session Six

IS YOUTH JUSTICE JUST?

Hobart: 20-21 September 2024



Safeguarding young people	Robert Benjamin AM SC , Former Commissioner, Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings	Presenter
Community safety and youth justice	Commander Jason Elmer , Tasmania Police, Commander Southern District	Presenter
The social determinants of justice	Patrick Burton , Tasmanian Justice Reform Initiative	Presenter
Lived experience reflections	Tony Bull , Prisoner Advocate	Presenter
Panel: Looking forward to solutions	Meg Tait , Industry Response Project Lead, Tasmanian Council of Social Service (TasCOSS)	Moderator
	Ronan McDermott , Safe City Lead, Glenorchy City Council	Panellists
	Helen Montgomery , Principal Policy and Project Officer - Youth Justice Taskforce, Department of Premier and Cabinet	
	Di Underwood , Chief Executive Officer, Home Base	
Hope and leadership	Rosie Batty AO , Australian of the Year 2015	Presenter
Come Walk With Us	Clair Andersen , Associate Professor, University of Tasmania and Co-Chair, Reconciliation Tasmania	Presenter
Leadership story	Naomi Edwards , Chair, Australian Institute of Company Directors	Presenter

Linking Session Seven

SUSTAINABLE TOURISM IN TASMANIA

18-19 October 2024

Welcome to Country	Dean Greeno , Artist, Aboriginal Education and Strategy Officer, University of Tasmania	Presenter
Setting the scene - is tourism in Tasmania sustainable?	Anne Hardy , Associate Professor, Tourism and Society, University of Tasmania and Chair, Destination Southern Tasmania	Presenter
How do we promote Tasmania to Tasmanians?	Sam Denmead , Industry Manager, Tourism Tasmania	Presenter
How can sustainable tourism flourish without displacing local communities?	Nigel Reeves , Owner, Floating Sauna Lake Derby	Presenter
How do the principles of sustainability guide your business now and into the future?	Matt Adams , Chef and Owner, Timbre Kitchen at Velo Wines	Presenter
Leadership story	The Hon. Jeremy Rockliff , Premier of Tasmania, Minister for Tourism	Presenter
World Café: Are we loving our wilderness to the point of taking away what makes it wild?	Heath Garratt , General Manager, Tasmanian Walking Company	Panellists
	Tory Ross , Director Tourism, Experience and Visitor Services, Parks and Wildlife	
	Steve Saunders , Management Committee Member, The Wilderness Society	
	Nicole Sherriff GTLP , Board Member, Visit Northern Tasmania and Conservation Programs Manager, Tasmanian Land Conservancy	
Panel: How do we make Tasmania tourism sustainable into the future?	Shanelle Clapham , TLP18 Participant	Facilitator
	Sarah Lebski , Director, Designing Tourism	Panellists
	Shane O'Hare , Chief Executive Officer, Launceston Airport and Board Member, Tourism Tasmania	
	Paul Seaman , General Manager, Peppers Silos	
Reflections, wrap up and close	Alicia Sargent , TLP18 Participant	Presenter
Linking the learning	Katy Cooper , Leadership in Action Director, Tasmanian Leaders	Presenter
Workshop: Psychosocial hazards for managers and leaders	Claire Connelly GTLP , Principal - Assurance and Advisory, Synectic Accountants and Advisors	Presenter
Graduate Search	Claire Beale , Marketing and Membership Coordinator, Tasmanian Leaders	Presenter



TLP18 VALEDICTORY SPEECH

Monica Orrego

Good afternoon, distinguished guests, alumni, friends, family, employers, and fellow graduates.

It is an incredible privilege to stand before you this afternoon as the valedictorian of the Tasmanian Leaders Program 2024. I am honoured to represent our remarkable group of graduates and to share some reflections on our journey this year. I sincerely thank my cohort not only for choosing me to deliver this speech but also for allowing me to be authentic, to express my values, and to contribute to this extraordinary experience.

My name is Monica; I am a mum and a wife, a Colombian and an Australian, a tourism enthusiast and an entrepreneur... I am a leader.

As an immigrant to this beautiful island, I have found Tasmania to be much more than my home. It is where my family and I have been nurtured, where we have grown, and where we belong.



Leaving behind a long-standing career and future in my home country was not an easy decision, but it was one made with love and hope for a better life for my son and my family. Leadership, after all, is not about standing alone—it is about creating the conditions for others to thrive.

The Tasmanian community welcomed us with open arms. Through TLP, I have gained a profound understanding of what it truly means to be a Tasmanian. It's about resilience, creativity, and camaraderie—the essence of a community that values both its history and its potential. I am deeply grateful for the way this island state and its people have embraced us, and I honour the contributions of immigrant communities who, like me, work hard to find their place and enrich our shared future.

My journey into tourism and hospitality was unexpected. Twelve years ago, without the language skills or networks to continue my career in corporate accounting, I found work as a housekeeper, events crew, and a cleaner. What began as necessity quickly became a calling. Through these roles, I discovered a passion for sharing the beauty of Tasmania with visitors from around the world. Through persistence and determination, I built a career that I love. It was a humbling and transformative experience, one that taught me the value of hard work and the profound joy of connecting people to this extraordinary place we call home.





Tourism became my way of contributing to Tasmania's growth, and TLP has strengthened my belief in the power of the industry to shape communities. It's not just about showing visitors our landscapes; it's about showcasing our heart, our stories, and our spirit. This program has deepened my understanding of my own worth and my ability to contribute meaningfully to our state.

For me, leadership is growth—both our own and that which we inspire in others. This year, we were invited to sit in discomfort, to challenge assumptions, and to grow through introspection and dialogue. I thank my cohort for sharing deeply personal stories, for their vulnerability, and for their trust. From the first Residential, a bond was formed that grew stronger with each interaction. Together, we faced moments of doubt, impostor phenomenon, and significant change.

If I were to choose an aha! moment, of all we shared through our journey together, I will go with how we explored the impact of empathy through the concept behind Radical Candor by Kim Scott—fondly referred to as “Rady Candy” by Polly McGee. In the peer consulting group exercises, we were assigned roles that required us to view a situation from another person's perspective. I vividly remember stepping into the shoes of an employee struggling with work-life balance. This collaborative exercise struck me like a meteor, forcing me to confront my own struggles with work-life balance. It gave me a profound understanding of the challenges I, and my team members faced daily. More importantly, it taught me the value of leading with empathy. After that exercise, I couldn't hide it anymore and I was forced to make changes in my life that today I am thankful for. Those lessons, and the principles of “Rady Candy” has since influenced how I approach one-on-one conversations and offer support to those around me. Through the program, I also saw this shift resonate with many of my TLP colleagues, reinforcing how empathy and open communication can create a stronger, more connected team environment.

Over the year, some of us started new jobs; others faced redundancies or personal loss. But together, we found hope and resilience. This shared journey reminded me that leadership is not a destination but a process of continuous learning and connection.

Our facilitators Ange, Polly, Kate, and Steve, brought their heartfelt wisdom, knowledge, and expertise to every session. Their collective skill in creating a safe, challenging, and meaningful learning environment enriched our journey. Ange's signature phrase, “we are on a time boundary,” became both a guide and a gentle reminder to stay focused—even when Ian's fascinating stories or Jack's timely and candid questions threatened to steal the show.

Through the TLP linking sessions, we explored the history, challenges, and opportunities of lutruwita/Tasmania. We confronted the realities of our social and economic landscape, grieved over the tragic statistics and stories that underpin our social and economic landscape, and were simultaneously inspired by innovation and resilience. These lessons ignited in me a renewed sense of purpose—to make meaningful change and to be part of Tasmania's transformation.

What does it mean to be a Tasmanian Leader? It means caring deeply about the journey our island is on. It means listening with empathy to the echoes of our past while imagining a better future. It means understanding the unique challenges of our isolation and disadvantage and finding ways to turn these into strengths. Above all, it means creating a sense of belonging and growth for all who call this place home.

For me, being Tasmanian is about embracing diversity, resilience, and opportunity. Tasmania is not just where I live—it is where I belong. It is where I found my voice, my purpose, and my community. TLP has shown me that as leaders, we have the power to shape this state's future by fostering safe workplaces, inclusive communities and inspiring change.

To my Learning Set, Four for All, thank you for the bonds and trust we have built. To my fellow graduates, thank you for your friendship, your honesty, and your courage. This year has been deeply impactful, and the network we have formed is a testament to the power of shared learning and it will continue to be a source of strength and inspiration.

Tasmania is my home, my community, and my future. To me, being Tasmanian means embracing diversity, resilience, and opportunity. As leaders, we have a responsibility to create workplaces that can thrive and to lead with empathy and purpose.

Let us take the lessons of TLP forward. Let us continue to support one another, to challenge norms, lead with purpose and to inspire growth in our communities. Together, we can shape a Tasmania that thrives, a place where everyone has the opportunity to grow and succeed.

Thank you.

Graduates



“I plan to use my enhanced leadership skills to strengthen healthcare equity and advance environmental advocacy.”

Fiona Beer

Rural Generalist Tasmanian Health Service

Fiona is a Rural Generalist—a specialist rural doctor—dedicated to providing high-quality care in district hospitals and rural emergency departments across Tasmania and Australia. With a background in psychophysiology, statistics, clinical trials, and health economics, Fiona brings a unique perspective to equitable healthcare delivery. Living on a fifty-acre farm in the Derwent Valley, she is an active community member, environmental advocate, and passionate about improving public and environmental health.

I have found TLP to be a truly transformative experience, deepening my understanding of leadership and its complexities. It enhanced my ability to foster collaboration and tackle challenges with confidence. A standout highlight was engaging with leaders from diverse sectors and gaining fresh perspectives. A moment of awe came from seeing the collective power of our group projects. Unexpectedly, I discovered my capacity to lead authentically and navigate difficult conversations with courage and empathy.

I plan to use my enhanced leadership skills to strengthen healthcare equity and advance environmental advocacy. I aim to create meaningful change in rural health by addressing gaps in access, inspiring community action, and supporting sustainable practices. My leadership journey will continue through mentoring others, fostering collaboration across diverse sectors, and championing initiatives that improve rural communities’ wellbeing, resilience, and long-term sustainability while addressing global challenges. ■

Shanelle Newton Clapham

Director Parachute Digital

Shanelle is driven to make a real contribution to the world. Not satisfied with status and achievements; she wants to make an impact that is positive and long lasting. Shanelle is a passionate writer, a results-driven marketer and has fundraised literally millions of dollars for charities in Australia and New Zealand. She is a strategic thinker and a creative that finds interesting ways to tell important stories that people will connect with and remember.

For me, the Tasmanian Leaders Program gave me the intellectual stimulation that I crave. I was able to explore deeply complex issues, systems and industries that I’ve never come across before, including manufacturing defence machines with war capability, different perspectives around youth justice, and how tourism in Tasmania both empowers and affects local communities. I thoroughly enjoyed it.

The Tasmanian Leaders Program makes me feel like I can approach and achieve much bigger things than I would have even considered before. I don’t have a clear plan of “where to from here”, but I want to engage more with local politicians and advocate directly for the causes that are important to me and my community. I plan to keep the connections I’ve made in this program and continue to collaborate on cross-industry initiatives. I want to keep learning and exploring all the systems I don’t yet know in Tasmania. ■

“For me, the Tasmanian Leaders Program gave me the intellectual stimulation that I crave. I was able to explore deeply complex issues, systems and industries that I’ve never come across before.”





“The skills, insights, and connections gained through the program have equipped me to make a significant impact within my organisation and the broader community.”

Jason Dean

Regional Leader Gallagher

On entry into the program: Customer Care Manager, St Lukes Health

Jason is a dedicated and dynamic leader in the insurance brokerage industry, renowned for building high-performing teams that deliver exceptional risk management and insurance solutions. With a focus on guiding clients through their risk management and insurance needs, Jason ensures that insurance is a true business enabler in an ever-evolving and fast-paced world.

I am passionate about developing talent and fostering an environment where individuals can thrive. Participating in the Tasmanian Leaders Program over the past twelve months has been transformative, enhancing my leadership skills and personal growth. The program’s blend of multi-day residentials, intensive sessions, and a Community Action Project provided an immersive learning experience. From the first session, I was challenged to expand my talents and confront my weaknesses. The program empowered me, broadened my outlook, and gave me a valuable network.

Looking ahead, my post-TLP journey is filled with excitement and purpose. The skills, insights, and connections gained through the program have equipped me to make a significant impact within my organisation and the broader community. I aim to leverage my enhanced leadership capabilities to drive meaningful change and innovation. I plan to foster relationships built during the program, engage in community projects, mentor emerging leaders, and be a catalyst for my personal and professional growth, while being committed to making a lasting impact. ■

Luke Doyle

Head of Fundraising, Communications and Marketing Beacon Foundation

On entry into the program: National Operations Manager, Beacon Foundation

Recipient of the Tasmanian Leaders Change Maker Scholarship

Luke is an experienced general manager with experience in public, private, education and for-purpose sectors, domestically and internationally. A self-proclaimed generalist, Luke can develop genuine relationships with broad stakeholder groups and is driven to make a positive impact in the lives of others. A common thread throughout Luke’s career is that he is a people first leader, inspired by the stories of individuals and what makes them tick. He prioritises family time and adventures in the Tassie wild.

The TLP experience gave me a deeper connection to my sense of self and my core principles, a journey of self-discovery and authentic leadership. The magic of the program is in its diversity—from other participants to guest speakers, through to content and facilitation styles. I always looked forward to the one weekend a month of learning shared with an eclectic TLP cohort who supported and challenged each other in equal measure.

After TLP I will continue to be a fierce advocate for Tasmania and the future of our island. I am comfortable with who I am and what I believe is right (though I understand that I may not always get things right!). I will continue to be authentic in my leadership and be open to continuous improvement in search of my Ikigai (my true purpose). My TLP application started with this Japanese philosophy and came full circle twelve months later, when our cohort explored this concept on the final day of the program! ■



“I will continue to be authentic in my leadership and be open to continuous improvement in search of my Ikigai (my true purpose).”



“After TLP, I aim to deepen my understanding of the many facets of leadership explored throughout the program, enhancing my ability to support and enable the success of those I lead.”

Ian Dunbabin

TasWater CDO Alliance Program Manager CPB Contractors

Ian has a strong engineering background and has spent his entire career leading technical people and teams. After serving for twenty years in the Australian Navy as a submarine-qualified specialist, he returned to Tasmania, where he has worked in the water, minerals processing, and energy sectors. Ian has successfully managed infrastructure operations and large-scale construction programs. He is passionate about empowering people and teams to excel, maximising their contributions to their organisations and the broader community.

I am deeply grateful for the opportunity to complete TLP. The program created a safe space to learn more about myself and to be vulnerable and open to new ideas about the human condition. Sharing the journey with my TLP cohort enriched the experience immeasurably. I also valued the exposure to a diverse range of aspects of importance to Tasmania: governance, industry and enterprise, tourism, societal issues, sustainability, and more, as well as hearing from inspiring leaders in these domains.

After TLP, I aim to deepen my understanding of the many facets of leadership explored throughout the program, enhancing my ability to support and enable the success of those I lead. The reading and podcast list is long! Additionally, I am eager to contribute to community initiatives that empower youth and foster positive outcomes. ■

Patrick Fabian

Deputy Principal Leighland Christian School

On entry to the program: Director of Learning, Curriculum and Assessment Leighland Christian School

Patrick is the Deputy Principal at Leighland Christian School. He has held several leadership roles in his career, having previously worked in Catholic education. His passion is to give students opportunities to do their best and develop themselves as leaders of the future. Patrick is driven by a community mindset and is involved in local organisations, including his local church. He ran as a candidate in the 2024 Tasmanian State Election and continues to aspire towards a career in politics.

The challenges and growth that was shared by speakers has given me a renewed sense of self-belief and confidence as a leader and to take more risks and see more opportunities. I found each session a fantastic opportunity to consider my own future goals and growth areas. I also found the project process to be challenging but helpful, working with people I had never met previously, working together and planning together, to become a close group who could depend and rely on each other.

I am continuing my role at Leighland Christian School and am actively seeking further opportunities to grow as a leader and be involved in the local community. I plan to enact many of the skills and leadership methods to engage with my team to be a leader of compassion and collaboration. I look forward to continuing to network with and support graduates of the Tasmanian Leaders Program, particularly on the North-West Coast. ■



“I plan to enact many of the skills and leadership methods to engage with my team to be a leader of compassion and collaboration.”



“I am excited to put the skills I have acquired through the program to good use in my role at Bell Bay Aluminium and within the communities where I live and work.”

Rochelle Galloway

Advisor – Communities and Communication

Rio Tinto Bell Bay Aluminium

On entry into the program: Northern Media Advisor, Tasmanian Labor Party

Rochelle is a highly experienced and self-motivated communications specialist who has worked with a broad range of stakeholders across the public and private sectors. Rochelle’s roles include working as the Northern Media Advisor for the Tasmanian Labor Party and Deputy Editor of The Examiner. She has a proven track record in producing content across multiple channels for diverse audiences. Rochelle’s extensive background and dedication to continuous learning drives her ambition to contribute to the excellence of Tasmania.

The skills and knowledge acquired through the Tasmanian Leaders Program has enabled me to look within and do the deep work to understand how I can show up and make a positive impact for my team and community each and every day. This program provides the opportunity to foster relationships across many sectors with peers and mentors that I can call upon at any time. I have found the TLP experience to be lifechanging—I have gained valuable insights into my own abilities and gained the confidence to use my voice.

The Tasmanian Leaders Program has prepared me to navigate any challenging environments that I may come across and provided the opportunity to help drive meaningful change. I am excited to put the skills I have acquired through the program to good use in my role at Bell Bay Aluminium and within the communities where I live and work. There are so many things I want to do now that TLP is complete. Whatever I plan to do, I will do it with the health and wellbeing of myself and others at the forefront of my mind. ■

Simone Haigh

**Clinical Support Officer
Ambulance Tasmania**

On entry into the program: Intensive Care Paramedic, Ambulance Tasmania

Simone has been with Ambulance Tasmania for 23 years, working in various roles throughout the organisation and currently as a Clinical Support Officer in Launceston. She has been a union delegate for thirteen years and is currently the President of the HACSU ambulance employee subbranch, HACSU Committee of Management and the Assistant Secretary of the Australasian Council of Ambulance Unions, as well as Vice Chair and director of the Australasian College of Paramedicine. Simone is also a recipient of the 2019 Ambulance Service Medal for mental health advocacy for first responders.

TLP has given me an opportunity to gain different perspectives of not only leadership but also Tasmania. I have learned about many unique areas and have incorporated these learnings not only in my employment but also into my role as a Councillor for Kentish Council. TLP provides a holistic approach to leadership that challenges your way of thinking and gives you more insight into Tasmania as a whole.

My biggest highlight of TLP was the Linking Session regarding youth justice. During my time as a Councillor in Kentish, we have seen an increase in youth crime and disengagement, but from the linking session I was able to connect the Youth Engagement Officer from Glenorchy City Council with the staff of the Kentish and Latrobe councils and have him provide information sessions to both councils. This has been well received and will impact council programming into the future. This was a great way for my TLP experience to also provide a positive impact on my community. ■



“TLP provides a holistic approach to leadership that challenges your way of thinking and gives you more insight into Tasmania as a whole.”



“The Tasmanian Leaders Program has reshaped my view of leadership, moving beyond titles to focus on purpose, values, and impact.”

Xu (Suzie) Han

**Head of Senior School
St Michael's Collegiate School**

Recipient of the Tasmanian Leaders Change Maker Scholarship

Suzie, Head of Senior School at St Michael's Collegiate in Hobart, is a passionate educator dedicated to empowering young women. Originally from China, she overcame cultural challenges to excel in teaching and leadership roles. Suzie values holistic education, fostering student agency, and inspiring future female leaders while enjoying reading and bushwalking.

The Tasmanian Leaders Program has been transformative, broadening my perspective beyond my career at St Michael's Collegiate. It deepened my understanding of Tasmania, its industries and challenges, inspiring me to contribute meaningfully to this beautiful state I now call home. The highlight has been the participants—their diversity, expertise, and passion have sparked ideas, enriched my leadership, and fostered lifelong connections.

The Tasmanian Leaders Program has reshaped my view of leadership, moving beyond titles to focus on purpose, values, and impact. Passionate about nurturing female leaders, I'm inspired to develop a program to empower young women with the skills, confidence, and resilience to lead with courage and integrity. At school, I'll prioritise clarity and intention, fostering leadership opportunities for students and staff. My future leadership journey will focus on quality over speed, building meaningful relationships and championing causes I care deeply about. I'm committed to empowering young women to recognise their potential and create positive change in their communities. ■

Geoff Hurst

**Manager, Technology Operations
Department of Police, Fire and
Emergency Management**

On entry into the program: Manager, Business Engagement and Client Services, Department of Police, Fire and Emergency Management

Geoff is a dedicated professional in the emergency services sector with two decades of experience in technology. He enhances community resilience through his work and volunteer roles as a Scout Leader and firefighter. Geoff leads his team in implementing secure technology platforms for emergency management. His participation in the Tasmanian Leaders Program has deepened his understanding of societal challenges and reaffirmed his commitment to grassroots efforts, aiming to improve Tasmania for all residents.

The Tasmanian Leaders Program has enabled me to gain a deeper understanding of the complex challenges confronting our society. I have formed valuable relationships with a diverse group of individuals who have expanded my knowledge and perspective about myself and Tasmania. The support, acceptance, and personal growth I have encountered through this program have been truly empowering.

TLP has significantly reaffirmed the importance of my grassroots community efforts. It has strengthened my commitment to enhancing community resilience by applying the principles, practices, and frameworks I have learned. This will enable me to be more effective in contributing to the betterment of Tasmania for everyone who calls it home. ■



“TLP has significantly reaffirmed the importance of my grassroots community efforts. It has strengthened my commitment to enhancing community resilience by applying the principles, practices, and frameworks I have learned.”



“I have learnt to embrace my individuality leading to a feeling of contentment in myself and allowing a confidence to grow.”

Andrew Johnson

**Designer - Freelance
Studio Johnson**

*Recipient of the Tasmanian Leaders
Change Maker Scholarship*

Andrew has enjoyed a career working in a broad range of creative industries. More recently he has established himself as a freelance designer working with community groups in museums and art galleries to achieve creative outcomes. Drawing on his unique skill set, Andrew enjoys the opportunity to work in collaboration with complimentary industries to deliver innovative exhibitions, displays and public artworks that engage audiences.

TLP provides an extraordinary opportunity to meet and discover a group of unique individuals from all over Tasmania. What a privilege it has been to get to know these people and discover the diversity of careers and life experiences both professional and personal. I feel fortunate to have been introduced to remarkable businesses, entrepreneurial organisations and inspirational individuals across the state, offering me an insight into the depth of skills and innovation Tasmania has to offer.

After the program I walk away with greater self-awareness which has nurtured a growing belief in myself and a deeper acceptance of who I am. I have learnt to embrace my individuality leading to a feeling of contentment in myself and allowing a confidence to grow. I believe I can contribute to the improvement of the state of Tasmania with my skill set and have the courage to lead. Excitingly, I feel I have a better understanding of what I want to achieve in the journey ahead and a belief that I can succeed. ■

Kate Mackie

**Manager - Special Projects and
Industry Development
Arts Tasmania, Department of State
Growth**

Kate leads Arts Tasmania’s industry development program, managing a diverse portfolio that includes the Tasmanian Literary Awards, the government’s public art program, and numerous other strategic initiatives. Her career has included stints as Acting Director of Arts Tasmania and Acting Deputy Director of the Tasmanian Museum and Art Gallery leading audience engagement and periods working in communications and policy. She is focused on making sure everyone in our community can experience connection, creativity and growth.

I’m deeply grateful that I was accepted into TLP18 and had the opportunity to get to know and collaborate with all the wonderful people in our cohort. What a privilege to spend a weekend each month learning about different systems, sectors and ideas from people generously sharing their wisdom and experience. A big thank you to Ange, Polly, Katy and Steve—our facilitators weren’t just leaders, but provocateurs who challenged everything I thought I knew, reshaping my understanding of leadership and community.

Participating in TLP was an incredible privilege. As a cohort, we now have the chance to apply the skills, knowledge, and experiences we’ve gained to support those who have not had the same opportunities, and to amplify the voices that often go unheard. The program has helped me build confidence, self-awareness, and insight; it’s instilled in me a sense that I have more to contribute towards solutions for the problems impacting our communities. My challenge will be to hold onto that and hold myself accountable. ■



“As a cohort, we now have the chance to apply the skills, knowledge, and experiences we've gained to support those who have not had the same opportunities, and to amplify the voices that often go unheard.”



“I plan to apply the insights, skills and enhanced self-awareness to drive positive change in my home, workplace and community.”

Kaylia Marshall

Lead Horticulturalist Costa Group

On entry into the program: Horticulturalist, Costa Group

Following her agricultural science studies, Kaylia returned to the North West Coast to take up the challenge of establishing effective growing practices within the technically demanding and rapidly expanding berry industry. She has supported Costa’s strawberry operation for ten years, through some significant technical and operational evolutions, and recently launched into the next chapter to lead growing operations in Costa’s Tasmanian blueberry sites. Kaylia’s joy is in nurturing the talented people who grow great berries.

Participating in TLP was an accelerating experience and laid a strong foundation for personal and professional growth. I savoured how my TLP family walked with me in integrating my home commitments with young Rosie attending some sessions. I relished the opportunity to engage with diverse leaders and gain exposure to new perspectives. Exploring the complex and interconnected challenges faced by our community and economy has reconfigured my view of the state; Tassie is as small and special as ever.

After completing the program, I plan to apply the insights, skills and enhanced self-awareness to drive positive change in my home, workplace and community. By being more deliberate in my actions and decisions, I aim to foster collaboration, innovation and acceptance, creating environments where people thrive and big things can grow from humble beginnings. TLP renewed my appreciation for stepping out of the everyday to gain fresh perspectives, and I aim to make more opportunities to get on the balcony in the future. ■

Madeleine Napolitano

Lead Policy Officer Homes Tasmania

Madeleine is an ardent advocate for better outcomes for people experiencing homelessness or in housing stress. She has worked in a variety of roles in the sector, starting as a part-time customer service officer for a community housing provider where she decided this was exactly where she needed to be. Madeleine believes that, with a shared vision and the right support, people can do great things together and for each other, and she holds onto this belief in her leadership journey.

The program was not what I expected it to be. I naively thought that leadership was a science—and that if you learnt the formula, you would be set up for success. I truly believe TLP has strengthened me as a leader, but I won’t pretend it has been transformative in and of itself. My biggest take home was that leadership looks different for everyone and that you should find an approach that works best for you and those you are leading. I also learned to be open to feedback and accept you will make mistakes. It is part of the journey.

With my leadership toolbox now overflowing, I will focus on refining my leadership style. I aim to bring this into a new volunteer board position in my community as well as in my paid work at Homes Tasmania. What I have learned about community leadership in action, as well as the adaptive leadership and futures thinking frameworks will help me lead my organisations through change as we tackle wicked social problems, aimed at improving outcomes for people and strengthening communities. ■

“With my leadership toolbox now overflowing, I will focus on refining my leadership style. What I have learned will help me lead organisations through change as we tackle wicked social problems, aimed at improving outcomes for people and strengthening communities.”



Monica Orrego

Director Thriving Tasmania - Tourism and Hospitality Business Services

*On entry into the program: General Manager, Freycinet
Holiday Houses*

After working for almost twenty years in corporate accounting and project management for some of the largest infrastructure developments in Latin America, Monica moved to Australia with her family in 2012. By making Tasmania her home, she discovered a true passion for our state and the tourism and hospitality industries. For more than twelve years, she has helped small tourism and hospitality operators, focussing on helping them to make their unique contribution and deliver memorable experiences for visiting tourists. Monica's journey reflects her commitment to Tasmania's economic and cultural vibrancy, and she is passionate about making a meaningful contribution to the state she proudly calls home.

Participating in TLP has been a transformative experience, offering me the opportunity to develop invaluable leadership skills and forge meaningful relationships with a diverse network of passionate individuals. The program provided me with deep insights into Tasmania's unique challenges and opportunities, fostering a greater understanding and appreciation of our state's rich culture, history, and potential. It has been an inspiring journey of personal and professional growth, equipping me with the tools to make a lasting impact in my community and contribute to Tasmania's future with confidence and purpose.

Moving forward, I am committed to actively contributing to the growth and transformation of Tasmania's regional communities through both my professional endeavours and volunteer efforts. By engaging with the tourism and hospitality industry, I aim to continue supporting operators in achieving sustainable success while fostering innovation and collaboration. Equally, I am passionate about giving back to the community, working alongside others to strengthen Tasmania's social and economic fabric. Together, we can create vibrant, resilient communities that celebrate our unique heritage and pave the way for a prosperous future. ■



“Moving forward, I am committed to actively contributing to the growth and transformation of Tasmania's regional communities through both my professional endeavours and volunteer efforts.”



“I will empower my team to take on challenges creatively and seek diverse perspectives, as I've seen the value this brings to complex problem-solving.”

James Newstead

District Officer Tasmania Fire Service

James is a public safety professional with 26 years of experience with the Tasmania Fire Service (TFS). Starting as a firefighter in 1999, he progressed through roles from Station Officer to Shift Manager and now serves as the District Officer for Training Delivery (North). A qualified Level 3 Planning Officer and Incident Controller, James has led incident management across Tasmania. He has contributed significantly to the TFS through the various projects he has been involved in throughout his career.

My experience in the Tasmanian Leaders Program has strengthened my leadership and strategic thinking within public safety. Through TLP, I gained insights into complex regional issues and built a strong network across diverse sectors. The program emphasised adaptive leadership, resilience, and community impact—principles I've integrated into my role with the Tasmania Fire Service, fostering collaboration and innovative approaches to challenges in public safety and organisational change.

After TLP, I plan to approach my role with a more collaborative mindset, focusing on fostering a culture of innovation and learning within the Tasmania Fire Service. I will empower my team to take on challenges creatively and seek diverse perspectives, as I've seen the value this brings to complex problem-solving. I am committed to sharing the knowledge and insights from the TLP with others in the TFS. My goal is to empower the team to navigate challenges with confidence. ■



“I can already see great benefits from TLP in supporting our program to deliver positive outcomes for the Tasmanian community, now and into the future.”

Reuben Parker-Greer

Operations Manager Material Institute - 24 Carrot Gardens

On entry into the program: Development Manager, Material Institute, 24 Carrot Gardens

Reuben is the Operations Manager of the Material Institute’s 24 Carrot Gardens program. With a passion for food, nature and education he’s spent over fifteen years connecting Tasmanian children to food, land and healthy futures—focusing on preventative health through the joys of growing and cooking seasonal produce. With a diverse skill set and experience he’s committed to fostering initiatives that deliver positive outcomes for the people and places that make our island home so special.

The Tasmanian Leaders Program has been a journey of depth, meaning and growth. Having the opportunity to connect with a cohort of fellow travellers on this journey has been an honour and a joy. TLP has opened so many doors and provided meaningful insights that will continue to inspire my leadership journey into the future. It has provided a renewed passion for growth and knowledge along with the tools, resources and relationships to lead with confidence.

Coming into TLP I was hoping to grow as an individual, increasing my ability to connect, inspire and engage with those around me on our shared journeys. I can already see great benefits from TLP in supporting our program to deliver positive outcomes for the Tasmanian community, now and into the future. Meanwhile, seemingly small changes in the way we interact are making a huge difference to the quality and depth of our team’s relationships and work lives. ■

Alicia Sargent

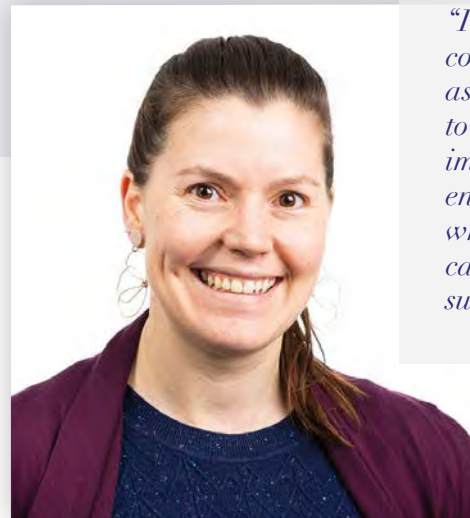
Stream Lead Safe Production System Rio Tinto Bell Bay Aluminium

On entry into the program: Communities and Communications Advisor, Rio Tinto Bell Bay Aluminium

Alicia is a proud Tasmanian, a connector of people, and is driven to help others grow. Her career spans project management, stakeholder engagement, community development and communications across resources, education, local government, and sporting sectors. These environments have enabled Alicia to build strong community connections. Over eighteen years, she has honed her netball coaching skills, from grassroots to state league and Tasmanian teams, applying holistic athlete development and mentoring other coaches.

I have relished the opportunity that the Tasmanian Leaders Program has provided, allowing regular, scheduled time to work on becoming a better leader and to understand the diverse challenges Tasmania faces. The real gem of TLP is working through this journey with equally committed peers, having a support network who empathise with you, connect on leadership challenges, explore learnings together, and from whom you can learn both technical and adaptive skills.

Beyond TLP, my first challenge is to take better care of myself by slowing down. I then hope to find opportunities within my communities for collaborative learning to navigate adaptive challenges, to coach for change, and to lead with radical candor. I aspire to continue growing as a leader and to make a positive impact by fostering environments where others can thrive and succeed. ■



“I aspire to continue growing as a leader and to make a positive impact by fostering environments where others can thrive and succeed.”



“For me, the highlights were the extremely high and diverse calibre of the speakers who presented throughout the program.”

Jack Stevens

Managing Director MaxLogic Australia

Jack is the Managing Director of MaxLogic Australia. He holds a Bachelor of Engineering and is a Project Management Professional (PMP)[®] certified through the Project Management Institute. He recently returned to Tasmania after living and working overseas for ten years, mainly based in Asia, where he was tasked with supporting new build power plants and support systems for both traditional and renewable energy generation. He joined MaxLogic Group in 2022 as a Senior Consultant in Asset Management and now heads the Asia Pacific region.

My TLP experience was different to my initial expectations. I was interested in joining the program so I could quickly build a network with other emerging leaders in Tasmania, across different industries. What I didn't expect was that the learning I took from the sessions on the psychology of leadership—so insightful and eye opening, not always easy to hear and understand but an area I have further learned about. For me, the highlights were the extremely high and diverse calibre of the speakers who presented throughout the program.

I would like to continue to apply the learnings from Tasmanian Leaders to my own company, so I can align it with my own values and therefore improve the value we provide to our customers. I want to continue to grow the friendships I've made, keep learning about other industries and sectors, and upskill and challenge myself around what makes a good leader. I also want to better understand my own capabilities and faults to bring out the best in my leadership style. ■

Khadga Thapa

Director Innovative Care Tasmania Pty Ltd

Recipient of the Tasmanian Leaders
Community Access Scholarship

Khadga is the Managing Director of Innovative Care Tasmania. Established in 2021 and approved by the National Disability Insurance Scheme Commission (NDIS) in 2022, the organisation is a locally registered NDIS service provider. It serves migrants and the broader Australian community across Tasmania, including clients in remote areas. The team comprises over fifty casual employees, operating from offices in Hobart and Launceston.

I thoroughly enjoyed the TLP, which provided valuable opportunities to build friendships and expand my network. The knowledge and experience gained during this year-long program will contribute significantly to my personal and organisational growth. I am already applying some of the insights and lessons learned, reflecting their positive impact.

One of my primary reasons for joining this program was to build friendships and expand my network, which I successfully achieved. Another key objective was to learn from others' stories and experiences in running organisations, and I'm pleased to say this goal was also fulfilled during the program. ■



“I am already applying some of the insights and lessons learned, reflecting their positive impact.”



“I feel emboldened to trust myself more and to use the power I have to benefit my team, my organisation and the Tasmanian community.”

Bronwyn Tilbury

**Director, Community Services Development
Tasmanian Council of Social Service (TasCoss)**

Bronwyn leads the community services development team at TasCOSS. This team aims to support and enable a thriving, connected and impactful community services industry across the state. Bronwyn has worked in international development and feminist movement building throughout her career. She spent her early career living and working in Fiji working with queer and feminist movements. This is where she met her wife, Emma. They now live with their daughter Harriet in West Moonah.

TLP provided the amazing opportunity to dedicate a full year to exploring leadership concepts, interrogating my own opinions, ideas and perspectives and getting to know myself better. The program also helped me understand Tasmania more deeply—the various systems and industries, tensions and possibilities of this state. All while building relationships and networks with a supportive group of colleagues and facilitators.

After TLP I feel more confident to drive a structural change agenda within my team and my organisation. I feel emboldened to trust myself more and to use the power I have to benefit my team, my organisation and the Tasmanian community. I plan to continue to practice building my capacity to emotionally regulate so I can be the calm, wise, creative and inclusive leader I want to be. I think the process of being a better leader, is really the process of being a better person, which is the work of a lifetime. ■

Monica Wiggins

**Director
Avidity Training & Development**

Monica has spent the last fifteen years of her professional life working in the vocational education and training sector as a small business owner. Avidity Training & Development was established to assist people to develop the skills and knowledge to support the workforce needs in disability and community services. Monica is passionate about developing people, particularly those with barriers, to grow and succeed in the workforce. Monica has a keen interest in adult literacy which is a particular issue for Tasmania.

The program gave me the space to fully immerse myself in my own professional development and consider a range of leadership tools and theories. It also challenged me. Given I have been solely focussed on my sector for the last fifteen years, the Tasmanian Leaders Program has provided me with so many valuable insights into other sectors, wonderful leaders and their impacts in Tasmania. The highlight for me was the interesting and varied cohort I had the privilege of spending time with during each Linking Session and Residential.

I have completed this program with a renewed sense of purpose and value for myself as a leader and serving those in my business. My confidence has grown and my eyes are wide open. I have already been utilising the wide range of leadership theories and skills I have learnt during the program in my business to create positive change. My focus is on my people and creating a positive workplace culture. I also look forward to playing a bigger role in advocacy for the vocational training and education (VET) sector. ■



“I have already been utilising the wide range of leadership theories and skills I have learnt during the program in my business to create positive change.”



“The Tasmanian Leaders Program has cemented the knowledge I have gained throughout my career around leadership. I found the regional site visits to be inspiring and exciting, and truly appreciated the ‘behind the scenes’ access that we were granted.”

Kath Wilson

Managing Director Wilson Blue

Kath is the Managing Director of Wilson Blue, a Tasmanian-based company focussed on delivering customer-centric project management services across government, education, not-for-profit and private sectors. For Kath, projects are about people, and she brings thirty years’ of experience in managing projects and change to organisations that she supports. Kath is also a highly engaging trainer and facilitator, using her varied professional background and her ability to share stories to bring theory to life.

The Tasmanian Leaders Program has cemented the knowledge I have gained throughout my career around leadership. I found the regional site visits to be inspiring and exciting, and truly appreciated the ‘behind the scenes’ access that we were granted. TLP is also about people, and the opportunity to be connected with, and learn from such a diverse group of inspiring leaders from across Tasmania has been the standout experience for me on the program.

TLP provided me with the opportunity to see and experience more of the challenges and opportunities that the future is bringing for Tasmania. It has inspired me to be even more engaged in helping guide communities, companies and government agencies to find creative and enduring solutions to the complex problems that are ahead of us. This comes with a sense of positivism and hope, that change can be meaningful and people-centred, and will create a future Tasmania our children and grandchildren will love too. ■



Community Action Projects



NARLE

Team members

Andrew Johnson, Kaylia Marshall, Shanelle Clapham, Patrick Fabian, Alicia Sargent and Kath Wilson

Project vision

To develop and enhance problem solving capabilities in upper primary school students in Tasmania by supporting a culture of imagination and innovation. NARLE—an anagram of 'LEARN'—aims to empower students through hands-on creative learning experiences.

Project outline

The NARLE initiative was a pilot program that was delivered to primary schools in the George Town region in late 2024. The project directly addresses known gaps in the Tasmanian education process by providing a program that supports teachers within the classroom environment, connects with local community, encourages and supports parental recognition and support of their children's achievement and directly delivers future-focused resources to the cohort that needs it the most—children.

Through workshops, students were encouraged to think creatively to develop ideas to help themselves or a family member in everyday life. They then brought their concepts to life through drawings and models. The project culminated in a community exhibition at the Jim Mooney Gallery in George Town in December 2024. Engagement with the community through a display of the student's innovation was critical to this project as it forms part of the proof of concept.



TEAM PULSE

Team members

Fiona Beer, Simone Haigh, Jack Stevens, Rochelle Galloway, Khadga Thapa and Reuben Parker-Greer

Project vision

To foster social cohesion and sustainability by enabling Bhutanese-Nepali communities in Tasmania to cultivate their own gardens, strengthening connections and promoting self-sufficiency through seed sharing.

Project outline

The Team Pulse Project aims to pilot the distribution of seeds to the Bhutanese-Nepali communities in Hobart and Launceston, supporting them in establishing sustainable gardening practices. These communities, already engaged in individual and shared gardening, will receive seeds along with multilingual booklets providing detailed instructions on planting, harvesting, cooking, and future seed collection.

The project promotes sustainability, social cohesion, and cultural exchange, with the long-term goal of creating an ongoing seed-sharing tradition between migrant communities and the broader Tasmanian population. This pilot phase will focus on delivering varieties of seeds to individual and community gardens, fostering self-sufficiency and strengthening connections.

Key milestones in 2024 include sourcing seeds and preparing resources in October, delivering seeds to the Launceston community just before the final linking session, and to the Hobart community the following weekend. At the end of the growing season, feedback will be gathered to assess the project's impact and potential for future expansion.



THE BUS SHELTER PROJECT

Team members

Suzie Han, Luke Doyle, Geoff Hurst, Jason Dean, Monica Wiggins and James Newstead

Project vision

To engage businesses, government and the local community to deliver a pilot bus shelter that can be replicated across the state.

Project outline

To achieve maximum impact, our team undertook a broad search to find a for-purpose organisation that had already undertaken research and tested community need for a project but did not have the capacity to deliver it. It is through this process that our team met with Mission Australia and a subsequent community transport working group to better understand the community need.

The harsh Tasmanian weather poses a daily challenge for school children and other bus passengers who wait for public transport without shelter, especially during winter. Our goal is to construct a safe, accessible, and comfortable bus shelter on Lilydale Road in Rocherlea. This shelter will not only provide protection from the elements but also serve as a model for future shelters in the area.

The suggested site is currently not included in the State Growth supported Bus Shelter Program and is located between two greenfield subdivisions to support growing community need.

We have engaged various stakeholders, including residents, manufacturers, Mission Australia, Community Transport network, City of Launceston and the Department of State Growth. The project has gained overwhelming support, underscoring the urgent need for this facility.



SOUP FOR YOUTH

Team members

Ian Dunbabin, Kate Mackie, Madeleine Napolitano, Bronwyn Tilbury and Monica Orrego

Project vision

Soup for Youth is a grassroots initiative aimed to address the critical issue of Tasmanian youth homelessness. Through community-based events, Soup for Youth will raise funds and increase community support for vulnerable young Tasmanians.

Project outline

Soup for Youth will bring people together to cook and share soup to support young people facing homelessness. The project aims to reduce the stigma surrounding homelessness and cultivate a more compassionate understanding within the community.

During Soup for Youth week, people will prepare and serve soup in their workplaces, community groups or homes, promoting a sense of community and empathy and encouraging open discussions about youth homelessness. These events will feature powerful stories from young people who have experienced homelessness, offering insights into the challenges they face and the support they need.

Every bowl of soup served makes a difference—all funds raised go directly to Hobart-based youth service providers to aid their support programs for young Tasmanians experiencing, or at risk of, homelessness. Ultimately, the project envisions a community where all young people have access to safe housing, essential resources, and opportunities to build stable, fulfilling lives.

A pilot Soup for Youth week will launch in Hobart in 2025, beginning with a website with information and resources where people can register to host events. If successful, the project team hopes to expand across Tasmania and beyond.



I-LEAD

Young Professionals

PROGRAM PARTNER



In 2024 we launched a new I-LEAD program, for young professionals from all sectors across Tasmania.

With the support of our long-term partner Federal Group via a multi-year commitment extending through to 2026, the I-LEAD Young Professionals program ensures that Tasmania's emerging leaders are well-equipped with the essential skills needed to thrive in dynamic workplaces and influence meaningful change.

Targeted at rising and aspiring leaders under 35, the two-month experience offered a blend of weekly online and in-person sessions designed to accommodate the diverse needs and schedules of participants. The program included topics such as leadership through complexity and adversity, building influence, improving communications, being strategic, psychological safety and wellbeing, technology and AI, as well as diversity and inclusion.

The expertly curated learning sessions transformed ambition into practical skills, unlocking opportunities and accelerating the careers of Tasmania's next generation of leaders. We are deeply grateful to all the speakers and presenters who generously volunteered their time and expertise. Special thanks go to IO Performance's Chris Jackson and Grace Roberts, who led a dynamic improvisation session, and Sherri Ring GTLP from The Mind Games, who brought energy and connection through fun, competitive challenges.

I-LEAD Young Professionals participants were surveyed on completion of the program. The overall satisfaction rating was a Net Promoter Score (NPS) of 60, which is well above industry average. By the end of the program, participants reported that they had the tools for balanced processing, strategic foresight and tolerance for ambiguity and complexity.

If you know a young person ready to take their first or next step in leadership, encourage them to apply for 2025—we'd love to see them join us!

GRADUATES

Valentino Ang, Portfolio Manager, Aurora Energy
Monique Artis, Venue Manager, Tramsheds, Matson Hospitality Group
Aprile Baird, Supervisor, Old Wharf Restaurant
Chloe Barrow, People and Culture Administrator, Federal Group
Ash Berwick, Senior Delivery Coordinator, Beacon Foundation
Nicholas Broadfield, Research Officer, Botanical Resources Australia
Ebony Campbell, Founder and Director, Always Imagine Pty Ltd
Adrian Chladil, Food and Beverage Team Leader, Federal Group
Ella Clausius, Tourism Research Analyst, Tourism Tasmania
Casey Elmer, Gaming Attendant and Cashier, Country Club
Annabelle Erskine, Project Officer, Marine Solutions
Isabella Firth, Commercial Sales and Leasing Agent, Knight Frank Tasmania
Caitlyn Halton, Program Control Specialist, TasNetworks
Laken Harrison, Sales and Events Executive, Federal Group Tasmania
Joshua Hniat, Senior Engineer and Design Manager, pitt&sherry
Nicholas Hniat, Regional Automation Engineer, Fonterra Australia
Grace Keath, Chief Executive Officer, East Coast Tasmania Tourism
Kate Lindsay, Training Coordinator, Tourism Tasmania
Annie McCann, Senior Content Editor, Tourism Tasmania
Monique Medwin, Business Planning and Analysis Team Leader, Grange Resources
Oliver Oxley, Venue Manager, Du Cane Brewing
Nikunj Kumar Patel, Project Manager, TasWater
Anne Rathjen, Project Manager, Operations, Active Tasmania, Department of State Growth
Claire Ripper, Reform Project Officer, Alcohol, Tobacco and other Drugs Council
Elliot Ross, Senior Finance Specialist, Marinus Link
Patikiri Senavirathna (Janitha), Project Manager for TasWater CDO Projects, CPB Contractor
Monique Smythe, Conference and Events Co-ordinator, Country Club Tasmania
Baxter Swan-Preece, Relief Gaming Supervisor, Country Club Tasmania
Callum Thompson-Young, Naval Architect, Kedge
Justin White, Communications and Engagement Specialist, Marinus Link
James Williams, Finance and Assets Officer, Tourism Tasmania
Talsa Yates, Catering Manager for Wineglass Bay Cruises, Pennicott Wilderness Journeys
Wen Yu (Ivy), Spatial Information System Officer, Timberlands Pacific Pty Ltd

SPEAKERS

Robin Banks, Disability Rights, Human Rights, Public Policy and Advocacy
Archana Brammall GTLP, Co-Owner and General Manager, Sweetbrew Café and Tatler Arcade
Claire Connelly GTLP, Principal – Assurance and Advisory, Synectic
Adrian Daniels GTLP, Head of Workplace Health and Safety, Hydro Tasmania
Angela Driver GTLP, Chief Executive Officer, Tasmanian Leaders
Geordie Duncan, Leadership Development Consultant
Ruth Forrest MLC GTLP, Member of Parliament at Parliament of Tasmania
Amanda French GTLP, Chief Executive Officer and Founder, Dress for Success Tasmania
Todd Henderson GTLP, Founder and Director, Cumulus Studio
Oliva Hogarth, Manager of Learning and Programs, Working It Out
Chris Jackson, Co-Founder and Co-Artistic Director, IO Performance
John Kamara GTLP, Tasmanian Australian of the Year 2023, Director and Founder of KIGS
Theo Kapodistrias, Award Winning Speaker and Coach
Erica Kreismann, Executive Medical Director, Ambulance Tasmania
Rikki Mawad GTLP, Facilitator, Mentor and Coach, Zebra Eleven Enterprises Pty Ltd
Mitch McPherson, Founder and Team Lead, SPEAK UP! Stay ChatTY
Adam Mostogl, Chief Executive Officer and Chief Entrepreneur, The Van Diemen Project
Lyndon O'Neil, Healthy Country Services and Consulting
Rosie Putland, Founder, Modality Co
Sherri Ring GTLP, Founder and Chief Executive Officer, The Mind Games
Grace Roberts, Co-Founder and Co-Artistic Director, Producer, Graphic Designer IO Performance
Will Smith, Executive Director, JCP Youth Ltd
Simon Tyrrell, Chief Strategy Officer, Humaie
Kelly Walker GTLP, Founder, Prospera Consulting
Steve Willing GTLP, Facilitator and Coach, Growth in Mind

PARTICIPANT TESTIMONIALS

"I find myself constantly referring back to notes taken during the program, at least on a weekly basis. There were so many amazing takeaways from all speakers that I use on a daily basis and used to secure a new job."

- *Monique Artis*

"I loved every second of the program and it was the kickstart of my new way of managing the people around me. It also helped me learn more about myself and gave me a confidence I never knew I had in my career."

- *Oliver Oxley*

"I allowed myself to be more vulnerable and let go the fear of failure. My 'stinky fish' is swimming in Antarctica away from me in Hobart. Hahahahaha!!! I am also working on how to manage the bias for decision making. I use polarity mapping a lot."

- *Nikunj Patel*

"Radical Candor by Kim Scott was a significant takeaway, along with the importance of leading with empathy. I also learned how employee motivation has shifted—from seeking salary and stability to prioritising roles that align with their values and beliefs and offer diverse opportunities for growth and learning throughout their careers. Looking forward to what comes next!"

- *Talsa Yates*



DROUGHT RESILIENCE IMPACT PREPAREDNESS (DRIP)

In the face of Tasmania's driest period on record, communities across the state have again demonstrated remarkable strength and ingenuity.

The **Drought Resilience Impact Preparedness (DRIP)** program was created to build on this resilience, empowering local leaders with the tools, knowledge and networks needed to prepare for, respond to and recover from drought's far-reaching impacts.

DRIP focused on futures thinking, scenario planning, and adaptive leadership to strengthen resilience, enhance community bonds, and foster proactive responses to drought challenges. With recruitment assistance from local carbon and agribusiness specialist Sam Bye and Regional Development Australia Tasmania's Anne Williams and Annie Gatenby, the program incorporated nine local government areas in northern Tasmania inspiring tangible, community-led action.

PROGRAM PARTNERS



PARTICIPANT TESTIMONIAL

"The DRIP program was an incredibly rewarding experience, and I appreciated every moment. It provided me with a valuable opportunity for reflection and learning."

- Alyssa Mahar

The DRIP program empowered fourteen participants, including representatives from diverse backgrounds:

- 20% Tasmanian Aboriginal/palawa participants
- 67% from agriculturally dependent communities
- 53% individuals under the age of 35

To achieve the program objectives, we brought together a team of experts with diverse skills and knowledge.

Futurist Katy Cooper guided participants through adaptive leadership and the multiple futures approach, helping them identify practical strategies and envision new pathways forward. Climate scientist Dr Tomas Remenyi GTLP shared essential insights on drought mitigation, climate adaptation, and Tasmania's changing environment. Community development expert Lissa Villeneuve GTLP played a key role in leading resilience-building sessions and supporting participants as they tackled complex challenges. Together, their combined expertise delivered a well-rounded learning experience that addressed the social, environmental, and practical dimensions of drought resilience.

The program also featured a wellbeing session delivered by Rural Alive and Well, offering participants tools to support mental health and wellbeing during challenging times. A powerful cultural awareness session with melythina tiakana warrana and Aunty Patsy Cameron deepened participants' understanding of Tasmanian Aboriginal culture and connection to Country, ensuring these perspectives remained central. On a practical level, a farm tour at Icena showcased a newly constructed dam designed to future-proof dairy operations, providing participants with a real-world example of innovative drought adaptation strategies.

Icena was the perfect setting for this program and we kindly thank our hosts Fiona and Richard Bennett for their generous hospitality.

To extend its impact, the program offered follow-up webinars on topics including setting up successful community initiatives, identifying existing drought-focused projects, and summarising Tasmania's State of the Environment Report. These sessions ensured participants could continue learning and collaborating with experts and peers.

The DRIP program sparked tangible community action. One participant hosted a home-based event, bringing neighbours together for meaningful conversations about drought resilience. Another is partnering with local organisations and a primary school to support the wellbeing of a penguin colony, creating opportunities for community-driven habitat restoration. A third participant applied their learnings to secure grant funding for tools that support primary producers to manage drought and adapt to climate change more effectively.

DRIP was supported by Foundation for Rural and Regional Renewal (FRRR), through funding from the Australian Government's Future Drought Fund. While strategic partnerships with Regional Development Australia (Tasmania) and melythina tiakana warrana were instrumental in reaching participants from diverse backgrounds and communities.

As Tasmania continues to experience the impacts of a changing climate, the DRIP program has laid the foundation for long-term leadership, innovation, and resilience. Tasmanian Leaders remains committed to building on this success, empowering regional communities to thrive through collaboration, creativity, and action.

PARTICIPANT TESTIMONIAL

"The DRIP program packs a punch in a small amount of time. The connections you make with the other attendees through the shared experience is incredibly powerful. A must do program for anyone who wants to make a positive difference within their community."

- Molly Marshall

PARTICIPANT TESTIMONIAL

"DRIP gave me the information I needed to understand the environmental changes we can expect in our regions in the next 15 or so years. It helped me understand why community building now is so important to ensure we can adapt well to those new conditions. Finally it enabled me to find a way that I can contribute to community building efforts in the region in ways that leverage my leadership strengths to take action."

- Cath Ralston

GRADUATES

Natasha Chugg, Community Engagement Coordinator, Rural Alive and Well

Carl Cooper, Farmer, Pharmacist and Educator

Jane Hutchinson, Ranger in Charge - Furneaux Field Centre, Tasmanian Parks and Wildlife Service

Alyssa Mahar, Client Manager, Synectic Accountants and Advisers

Molly Marshall, Agriforester, Private Forests Tasmania

Gary Martin, Sustainable Agriculture Program Manager, NRM North

Aran O'Neil, Healthy Country Services and Consulting

Dusten O'Neil, Ranger, melythina tiakana warrana Aboriginal Corporation

Tully O'Neil, Ranger, melythina tiakana warrana Aboriginal Corporation

Alicia Perry, Tourism and Economic Development Officer, West Tamar Council

Cath Ralston, Founder and Principal Consultant, Cathkin Co

Veronika Tietz, Manager Environment and Sustainability, Circular Head Council

Fiona Turney, Program Coordinator, Northern Tasmania Development Corporation

Melody Winter, Forklift Operator, Bunnings



INAUGURAL LEADERSHIP DEVELOPMENT Summit

The Inaugural Leadership Development Summit, held in Launceston on March 24-26, was made possible through a partnership between Tasmanian Leaders, the University of Tasmania and the Leadership Network.

This collaboration was instrumental in convening the inaugural gathering of leadership scholars and practitioners for a meaningful national dialogue on the state and future of leadership development in Australia and beyond, bringing together 64 participants—24 academics, 31 practitioners, and nine other contributors.

A central question sparked rich discussion: *If leadership development commands \$366 billion globally, why do toxic leaders persist?* This challenge forced participants to reflect on the unintended consequences of leadership training and the broader role of leadership in promoting morality, truth, and equality.

During the Summit, a growing consensus emerged that leadership is no longer simply about individuals but is a collective act. Leadership development must therefore equip individuals with not just behavioural intelligence but also the tools to collaborate and adapt for systemic change, from local communities to global initiatives.

PROGRAM PARTNERS



Professor Alex Haslam's critique of *Zombie Leadership* struck a chord, highlighting persistent leadership myths, including the belief that leadership is exclusive, universal, and reserved for formal roles. These misconceptions undermine the reality that leadership is dynamic, shared, and accessible to all.

The Summit's outcomes signal a new direction for leadership development. For Tasmanian Leaders to realise our vision of a better Tasmania, we must focus on fostering impactful networks, helping leaders think systemically, embrace the common good, and address emerging challenges such as AI, climate adaptation and polarisation. By remaining evidence-based and values-driven, we can advance leadership that benefits our communities and the State.

We extend our deepest thanks to the University of Tasmania and the Leadership Network for their support and partnership in delivering this ground-breaking event. Their contributions, alongside the efforts of the working group led by Tasmanian Leaders' Chief Executive Officer Angela Driver, Dr Joseph Crawford and Dr Toby Newstead, were pivotal to the Summit's success. We would also like to thank the Launceston Chamber of Commerce for their support to present **Lead Beyond Breakfast**, the key public-facing event at the Tramsheds.

If you would like to read the white paper that came out of the event co-authored by several of the attendees, please visit our website: <https://bit.ly/LD-divergence-whitepaper>.

SPEAKERS

- Nathan Bibby**, Chief Executive Officer, Goulburn Murray Community Leadership
Benny Callaghan, Leadership Consultant and Coach
Andrew Carnegie, Director, Carnegie Consulting Group
Chad Chiu, Associate Professor of Leadership, University of Adelaide
Joey Crawford, Senior Lecturer in Management, University of Tasmania
Richard Dent OAM, Chief Executive Officer, Leading Progress
Angela Driver GTLP, Chief Executive Officer, Tasmanian Leaders
Joanna Giannes, Transpersonal Coach and Psychotherapist, Heal Education
Liz Gillies, Chief Executive Officer, Menzies Foundation
Adam Gowan, Centre Manager, Country Universities Centre Southern Shoalhaven
Alex Haslam, Professor of Psychology, Laureate Fellow, University of Queensland
Giles Hirst, Professor of Leadership Management, the Australian National University
Florian Klonek, Senior Lecturer in Management, Deakin University
Tanya Lehmann, Director and Owner, Aurora Meliora
Matt Linnegar, Chief Executive Officer, Australian Rural Leadership Foundation
Kimberly Luffman, Founder and Director, Brave Insights
Kitana Mansell, Business Development Manager, Tour Guide and Cook, palawa kipli
Gina McCredie, Principal Consultant, Impactful Work
Polly McGee, Trauma Trained Leadership Consultant and Somatic Psychotherapist, Second Mountain Co.
Alex Newman, Associate Dean Faculty, Melbourne Business School
Toby Newstead, Senior Lecturer in Management (Leadership), University of Tasmania
Sara Redman, Leadership + Culture Consultant
Michelle Ryan, Director, Global Institute for Women's Leadership, Australian National University
John Sautelle, Executive Leadership Team Coach, Cultivating Leadership
Sen Sendjaya, Professor of Management and Leadership, RMIT University
Sonya Stanford, Pro-Vice Chancellor, University of Tasmania
Aiden M. A. Thornton, Menzies Senior Research Fellow in Leadership and Complexity, Australian National University, School of Cybernetics
Simon Tyrrell, Co-Founder, Humaie
Liz Weaver, Co-Chief Executive Officer, Tamarack Institute
Sam Wilson, Associate Professor of Leadership, Swinburne University of Technology, Founder, Australian Leadership Index



LEADERSHIP+HUMANITY

Symposium



The Leadership + Humanity Symposium brought together leaders, change-makers, and curious minds to explore how human-centred leadership can create thriving workplaces and stronger communities.

In today's world, where fast-paced environments, technology, and shifting societal expectations challenge us daily, this symposium offered practical tools and fresh perspectives to help leaders navigate complexity and lead with care, purpose, and impact.

The 2024 Symposium delivered a measured balance of skill development, peer networking, and insightful discussions on what it means to lead with humanity. Over 120 delegates gathered in Hobart to hear from an inspiring lineup of keynote speakers, thought leaders, and facilitators. This combined expertise offered practical strategies, innovative insights, and inspiring stories for delegates to apply to their own leadership journeys.

Delegates left the day with expert knowledge, practical tools, and a renewed motivation to make a meaningful impact. The Symposium reinforced that leading with humanity is not only essential for individual and team wellbeing but also a powerful driver of organisational success and community resilience.

The Symposium was made possible through the incredible efforts of a dedicated working group, including Emma Azon-Jacometti, Danielle Campbell GTLP, Hannah Gray GTLP, Matthew Lamprey GTLP and Andrew Wilford GTLP. Their vision and hard work ensured every detail contributed to an engaging and enriching experience. We thank our Symposium partners, Huon Aquaculture, KPMG and Reconciliation Tasmania for their support and investment in this important event in our annual calendar.

Stay tuned as the Symposium team continues to build on this success, bringing you a bold new theme in 2025: Leading at the Edge.

EVENT PARTNERS



PARTICIPANT TESTIMONIAL

“Engaging, considered and thought-provoking symposium delivered at a very high standard.”

- Amy Currant

SPEAKERS

Rebecca Chabot, Director, Pure Wellness Tasmania

Kate Chambers APM, Commander, Tasmania Police

Leon Compton, Presenter, Statewide Mornings, Australian Broadcasting Corporation

Jordan Emery, Chief Executive, Ambulance Tasmania

Kym Goodes, Director, 3P Advisory

Leanne Holdsworth, Associate, Cultivating Leadership

Anthony Howard, Founder and Chief Executive Officer, The Confidere Group

John Kamara GTLP, 2023 Tasmanian Australian of the Year

Scott Ko, Founder, Curiosity Mindset

Linda Manaena, Co-Chief Executive Officer, LeaderLab

Petah Marian, Director of Foresight and Communications, KPMG Australia

David Onu MD GTLP, Relationship and Lifestyle Coach

Aiden M. A. Thornton, Menzies Senior Research Fellow in Leadership and Complexity, Australian National University

PARTICIPANT TESTIMONIAL

“The Symposium is a great gathering of minds across Tasmania; the engagement of delegates clearly demonstrates the passion people still have for evolving their leadership. Well done to Tasmanian Leaders for putting on such a meaningful gathering!”

- Scott Ko

DARE to Lead™

Tasmanian Leaders partnered in 2024 with accredited Dare to Lead™ facilitators, Zoë Coyle and Dr Polly McGee, to deliver the ever-popular two-day Dare to Lead™ workshops to 127 participants over three sessions in Launceston and Hobart, plus one advanced class designed specifically for those who have previously completed the Dare to Lead™ program.

Based on the work of Dr Brené Brown, Dare to Lead™ is designed to give a deep understanding of the four skills needed for courageous leadership, to help individuals, teams and organisations lead with values, build trust and rise from setbacks.

We are delighted to confirm that the program will return in 2025, with entrepreneur and ex-CEO turned leadership coach, Martin Beeche joining Zoë Coyle to deliver an all-new curriculum that includes navigating complexity in leadership, fostering psychological safety, and creating sustainable team cultures.

The Graduate Class offered twelve participants an opportunity to revisit the core skills, tools and practices learned in the core program, and go deeper to extend their leadership.

PARTICIPANT TESTIMONIAL

“Zoë and Polly modelled vulnerability throughout the program, they brought their own stories and life to the content. They sensitively made sure all participants had a voice and no response was wrong or less appreciated.”



TRAUMA INFORMED LEADERSHIP, *Teams and Culture*

Building on the program’s highly successful introduction in 2023, Trauma Informed Leadership, Teams and Culture with Dr Polly McGee returned in 2024 with four one-day workshops across the regions.

This powerful leadership experience offered leaders and their teams the opportunity to understand the pervasiveness of interpersonal trauma, and its impact on organisations at all levels.

Recent updates to work health and safety laws mandate how employers handle psycho-social hazards, and this one-size-fits-one, strengths-based intervention program offered participants a timely and essential trauma-informed

PARTICIPANT TESTIMONIAL

“Polly’s passionate and engaging presentation at the Tasmanian Leaders workshop was truly inspiring. I’m excited to delve deeper into the subject, eager to embrace my authentic self and grow as a more effective leader.”

toolkit to measure and operationalise their learnings and foster psychologically safe cultures at all levels of values-based organisations.

Through a deeper exploration of leadership styles, neurobiology (how the autonomic nervous system rules behaviour), accommodating and including diversity, and how to recognise and manage changes of state in colleagues and self. Participants learnt how to grow personal agency, accountability and autonomy to lead with agility.

We look forward to revisiting this important topic in 2025 when we introduce **Neuro Leadership: The Science of Leading People, Teams and Culture** as part of the upcoming **Leading at the Edge** series. Visit our website to find out more: www.tasmanianleaders.org.au/compact-programs/leading-edge.

BUSINESS *and AI*

In 2024 Tasmanian Leaders built on the momentum of our 2023 sell-out industry panel event in Hobart that explored the potential of AI to transform Tasmanian business.

Recognising that the impact of AI on the business landscape has seen a seismic shift in operations, we collaborated with tech expert Simon Tyrrell of Humaie to deliver the **Leadership and AI** and **Business and AI** one-day workshop series.

Over four sessions in Campbell Town, Hobart and Launceston, the series offered participants an immersive experience that equipped them with the knowledge and tools to apply generative AI within their organisations and stay ahead of disruption.

Quickly emerging as a transformative force in almost all sectors of industry, generative AI tools allow for the development of more efficient content creation, bespoke customer experiences, streamlining of processes via automation and potentially boosting productivity overall. Yet this progress is not without its challenges—safeguarding information, navigating ethical concerns and effectively managing integration into value-driven applications are pivotal issues that businesses must address. At the core of this is also the shift in mindset required by leaders to identify opportunities and harness the broad potential of generative AI—having the tools is just part of the transformation.

Over a fast-paced but perfectly packaged day, participants from across Tasmanian businesses of all scales and sectors came together to explore the world of generative and deterministic AI, identify real-world challenges, apply an emergent thinking framework and upskill with new tools and strategies.

Business and AI will return in 2025 as part of the upcoming **Leading at the Edge** series. Visit our website to find out more: www.tasmanianleaders.org.au/compact-programs/business-and-ai



PARTICIPANT TESTIMONIAL

“A worthwhile investment which provided both tools for immediate practical application and great insight into the challenges and opportunities that leaders face in an AI world. Highly recommend!”



PARTICIPANT TESTIMONIAL

“Simon’s delivery and engagement has you understanding, thinking, exploring and getting excited about opportunities, highly recommended.”

PARTICIPANT TESTIMONIAL

“This is a must attend event, total game changer and way of thinking of doing business ... be prepared to see all the possibilities.”

TASMANIAN *Leaders Network*

The Tasmanian Leaders Network is one of the most influential and diverse groups of high impact individuals in Tasmania. The Network connects our graduates with other key stakeholders in our group including the Board and sponsors.

In 2024, we provided the Tasmanian Leaders Network with numerous opportunities to connect, engage, and deepen their understanding of leadership and its challenges, with a strong focus on our newly launched **Leadership in Action** initiative.

In total, we hosted fourteen events across Launceston, Hobart, and the North-West, attracting nearly 800 attendees.

A standout event on the North-West Coast featured Professor Swee-Hoon Chuah on **Understanding Psychological Capital**, followed by dinner and networking. This event, produced in partnership with our **Leading Australian Resilient Communities (LARC)** participants during a day of learning, highlighted disparities in hope between younger and older generations.

In Hobart, the sold-out panel discussion **Navigating Climate Change—Managing Change in an Uncertain Environment**, sponsored by Hydro Tasmania and facilitated by Professor Gretta Pecl AM, drew over eighty participants. Special thanks to Alicia Heath for coordinating this exceptional session.

Networking opportunities remained central to the Tasmanian Leaders Program and I-LEAD initiatives, fostering professional growth and meaningful connections. A highlight was partnering with the **Island of Ideas** team at the University of Tasmania to deliver a thought-provoking event with Rosie Batty AO.

We concluded the year with celebratory gatherings in each region, reflecting on our successes and setting the stage for 2025. A memorable moment was watching a special presentation of takila milaythina-ti—Heart in Country by Dave mangenner Gough and Darryl Rogers in the planetarium at Hive Tasmania, in Ulverstone.

These achievements were made possible by the dedication of our volunteer speakers and regional coordinators. Special thanks to Alicia Heath in Hobart, Steph Gee in Launceston and Claire Connelly GTLP for coordinating events on the North-West Coast.

In 2025, we look forward to building on this momentum, offering even more opportunities for graduates and network members to connect, develop leadership skills, and collaborate for meaningful change in Tasmania, alongside our **Leadership in Action** work.



BOARD

Members



Rob Woolley
Chair



Bess Clark
Deputy Chair



**Adjunct Professor
Gillian Biscoe AM**
Secretary



Adrian Daniels
Treasurer



Kim Evans
Board Member



Sally Glaetzer
Board Member
(until 13 December 2024)



Ross Lamplugh
Board Member



Ben Maynard
Board Member

Tasmanian Leaders Foundation

The Tasmanian Leaders Foundation was established in 2018 to enable greater access to Tasmanian Leaders programs for those who face additional discrimination, are unemployed or underemployed.

The Tasmanian Leaders Foundation wishes to acknowledge and thank TasNetworks and The Select Foundation for continuing to support our scholarship program. Together we were able to provide access 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.

Thanks to Foundation Board members Adjunct Professor Gillian Biscoe AM, Sally Glaetzer, Clarissa McCoid and Rob Woolley for supporting the Foundation's strategic work in 2024.

Financial Members 2024

We would like to thank all our Financial Members for their ongoing support, which plays a crucial role in sustaining our efforts to support graduates beyond their programs, ensuring a lasting impact on Tasmania's leadership landscape and benefiting the wider community.

GOLD

Ashley Berwick
Megan Rozynski GTLP
Brendan Charles GTLP
Angela Driver GTLP
Zoe Faulkner
Amanda Hardinge
Sam Ibbott GTLP
Richard Morgan GTLP
Katrina Spark GTLP

SILVER

Claire Austin
Amanda Castray GTLP
Julia Curtis GTLP
Ruth Forrest GTLP
Michael Guidici GTLP
Ben Hart GTLP
Stephen Hill GTLP
Bridget Hickman
Lisa Lods GTLP
David Moore GTLP
Damien Stringer GTLP

LEADERSHIP *in Action*

In 2024, we launched Leadership in Action, a new pillar of our work that brings graduates together to address key leadership challenges.

The initiative, led by Katy Cooper began with a **Futures Thinking** workshop led by Cheryl Doig. This was followed by two Leadership Labs, providing pivotal spaces to explore complex challenges and foster innovative thinking.

Leading in Complexity

In September, we convened our first Leadership Lab of the year, **Leading in Complexity**, at Hobart's Crowne Plaza. Seventeen participants gathered to work with Dr Aiden M. A. Thornton, an expert in complexity leadership, to explore how complexity manifests across Tasmanian organisations and communities.

The Lab delivered a valuable learning experience alongside significant research output. Participants engaged in deep discussions, data collection exercises, and collaborative sense-making processes, creating a rich foundation for further analysis by Aiden.

To complement the insights from the day, a broader Complexity Survey was distributed, generating an additional thirty usable responses. These two data sources have been combined into a forthcoming research paper, offering actionable insights for Tasmanian leaders navigating complexity with the aim of stimulating further conversation.

Belonging in the Workplace

The year closed with our **Belonging in the Workplace** Lab, held in November at the Rivers Edge Building, University of Tasmania in Launceston. Facilitated by Dr Joseph Crawford, the session brought together fourteen participants for an intimate, thought-provoking exploration on the benefits and ways of fostering belonging in organisations.

The Lab began by defining 'belonging' and unpacking the factors that enable or undermine it in workplace contexts. Participants then developed practical experiments for building belonging, grounded in a process of ideation, trial, review, and refinement. The energy in the room reflected a shared understanding of belonging as a critical driver of team cohesion, well-being, and organisational success.

Joseph is synthesising the research and data from the session into a paper that captures the collective wisdom of the group while expanding its impact.

Looking ahead

Next year we will focus on concluding and amplifying the outputs from our 2024 Leadership Labs. Two webinars, scheduled for February and March, will share the findings from both the Complexity and Belonging Labs. Looking forward, we will continue to evolve the Leadership Lab model to align with emerging needs and opportunities, ensuring it remains a powerful tool for leadership development and impact.



NETWORK

2024 Achievements

In 2024, we saw leaders being recognised for their contributions to making Tasmania a more inclusive, compassionate, healthy, innovative and collaborative place to live and work.

Amidst formal honours, board roles and professional appointments, our alumni continue to achieve outstanding success, demonstrating the power and impact of this nearly 900-strong network of leaders across our state.



Several of our alumni were formally recognised for leadership beyond self in the health and community sector, receiving prestigious state and national awards. I-LEAD Not-For-Profit 2023 graduate **Keren Franks** was awarded Tasmania's Local Hero in the 2024 Australian of the Year Awards. As founder and CEO of YLOT, Keren maintains a steadfast belief in the power of inclusion for changing the lives of people living with disability.

Dr Miranda Hann GTLP was recognised as one of twenty Medicare Champions in the 2024 Stronger Medicare Awards marking the 40th Anniversary of Medicare and was appointed to the board of Primary Health Network of Tasmania. Miranda was also appointed a Fellow of the Royal Australian College of General Practitioners (RACGP) Tasmania Faculty in October 2023, and formally presented with this honour at a fellowship ceremony in Hobart in 2024. Congratulations Miranda, your advocacy and commitment to supporting LGBTQIA+ healthcare in our community is inspiring.

Laura Pyszkowski GTLP was awarded the Tasmanian Public Service Medal in the 2024 Australia Day Honours for outstanding public service through exceptional leadership and innovation to acute care and the community during the Covid-19 pandemic. Congratulations Laura, your work is vital to keeping our community safe! Also recognised for her outstanding practice was **Erin Smallbon GTLP**, one of three finalists in the Nurse of the Year category in the 2024 Tasmanian Public Sector Nursing and Midwifery Excellence Awards. Well done Erin!

Our alumni are also taking on important leadership roles across the state. **Jenn Heggarty GTLP** was appointed Tasmania State Manager of OzHarvest (launched in Tasmania early 2024).

Since taking on the role, Jenn's focus has been on engaging local stakeholders and establishing food rescue operations in Launceston, where food insecurity is one of the nation's worst, with the goal to expand OzHarvest's reach to Hobart as soon as possible. Congratulations Jenn!

Tim Jordan GTLP has succeeded to the role of Chief Executive Officer of Degree C, and completed his MBA (International) at UTAS, serving as valedictorian for his cohort in 2024. Excellent work Tim—showing that inspirational leadership is recognised on many levels.

Julie Waddington GTLP joined DRILL Performance as Executive Producer in a new co-leadership model with Artistic Director Bec Dundas, demonstrating that agile and collaborative ways of working can enrich any organisation. Julie is focused on reducing mental load and improving wellbeing, using new tools and systems development. We're excited to see how DRILL's intrinsic collaborative model of co-creation will inform this leadership approach.

Alumni also continued to give back by stepping into key governance roles in 2024, a highlight being **Naomi Walsh FCA GTLP's** appointment to the position of Vice President Australia, Chartered Accountants Australia and New Zealand (CA ANZ). The Vice President role has only been held a couple of times by a Tasmanian—and never by a woman.

Furthering the representation of Tasmanian women on boards, **Claire Connelly GTLP** was appointed to the board of the Tasmanian Chamber of Commerce and Industries, and **Bree Hunter GTLP** joined the board of Surfing Tasmania.



Tasmanian Leaders alumni continue to be part of the important work to lead meaningful change in corrections services—**Alex Newman GTLP** was selected to join the United Nations Interregional Crime and Justice Research Institute (UNICRI) and Penal Reform International (PRI) Expert Working Group providing input into the “Green Prisons Research Initiative”. He also recently completed a postponed Winston Churchill Trust Fellowship, where he researched and experienced best practice correctional examples in Scandinavia and Europe. We’re keen to learn how the important insights gained will inform the design of future correctional spaces and facilities across our state, and globally.

Finally, we would like to acknowledge the contribution over many years of **Ginna Webster GTLP** to leadership in our state, who retired from her role of Secretary, Department of Justice after more than four decades in senior roles in both commonwealth and state service. Congratulations Ginna, you have created a significant leadership legacy.

Congratulations to everyone mentioned here—just a small sample of the incredible achievements of our alumni in 2024. We look forward to hearing and sharing more news in 2025 around our Network!



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Stephen Manners
Partner, Tasmanian Practice Lead
+61 3 6230 4000

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2024

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 2024.

Extra special thanks to our volunteers who go above and beyond to support Tasmanian Leaders: Katy Cooper, Polly McGee and Steve Willing GTLP for facilitating TLP18's highly impactful Residentials, Fiona and Richard Bennett for their hospitality at Icena Farm, and KPMG's Hugh Williams and Deepika Chand for their valued assistance. A heartfelt thanks to our contractors Megan Rozynski GTLP and Joseph Crawford. Thank you to Sam Thiele and the team at ThinkAU for your talented production skills creating our new commercials. And to everyone else who lent a hand or a venue, or contributed in some way to our many 2024 successes — thankyou.

TASMANIAN LEADERS STAFF MEMBERS

Angela Driver GTLP - Chief Executive Officer
 Claire Beale - Marketing and Communications Coordinator
 Katy Cooper - Director Leadership in Action
 Karen Davis - Administration and Events Coordinator
 Simone Hackett (until 3 May 2024) - Business Manager
 Tania Harvey - Executive Officer
 Ros Young - Program Coordinator

TLP RESIDENTIAL FACILITATORS

Angela Driver GTLP
 Katy Cooper
 Polly McGee
 Steve Willing GTLP

LEADERSHIP DEVELOPMENT SUMMIT WORKING GROUP

Joseph Crawford
 Giles Hirst
 Andrea Hogg
 Toby Newstead
 Sara Ratcliffe

LEADERSHIP + HUMANITY SYMPOSIUM WORKING GROUP

Emma Azon-Jacometti
 Danielle Campbell GTLP
 Hannah Gray GTLP
 Matt Lamprey GTLP
 Andrew Wilford GTLP

REGIONAL NETWORK COORDINATORS

Claire Connelly GTLP
 Steph Gee
 Alicia Heath

COMMITTEE APPOINTMENTS

Finance, Audit and Risk Committee - Glenn Joyce GTLP
 Program Committee - Richard Dent OAM
 Leadership in Action Committee - Prof. David Adams, Anna Powell, Vince De Santis
 Tasmanian Leaders Foundation Board - Clarissa McCoid

2024 PHOTOGRAPHERS

Philip Biggs, The Leadership Summit
 Danielle Conlan, Futures Thinking with Dr Cheryl Doig
 Department of Premier and Cabinet, TLP Linking Session 7
 Hannah Gray, Leadership + Humanity Symposium
 Olivia Hasler (Lousy! Creative), Leadership + Humanity Symposium, Complexity Lab
 Richard Jupe, TLP Graduation, TLP Linking Sessions and profiles, Board and staff profiles
 Melanie Kate Creative, DRIP program
 Anita Lincolne-Lomax, Dare to Lead™ (November)

2024 *Partners*

FOUNDATION PARTNER

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



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EVENT AND PROJECT PARTNERS







TLP17 2023 TASMANIAN LEADERS PROGRAM GRADUATION CEREMONY

The TLP17 Graduation celebration was held at Aura, Crowne Plaza, Hobart on Saturday 17 February 2024.

TASMANIAN LEADERS

Graduates

Honorary members

Anthea Pritchard
John Perry
Gillian Biscoe AM
Brian Lewis (d.)

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
Any 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 (d.)
 Amy Parker
 Nicky Pollington
 Christopher Rayner
 Nick Steel
 Damien Stringer
 Alison Turner
 Steve Wiggers
 Ellen Witte
 Angela Yao

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

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 Connelly
 Katrina Spark
 Oliver Thornalley
 Kelly Walker
 Chris Warr
 Natalie Whish-Wilson

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 Ranson
 Rachel Wadsley
 Stuart Watson
 Andrew Wilford

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 (d.)
 Fiona Kerslake
 Stuart Loone
 Susan McLeod
 Alexandra Mitchell
 Leigh Oswin
 Monica Plunkett
 David Pyefinch
 Malcolm Reeve
 Kieran Rimmelzwaan
 Lance Stapleton
 Ursula Taylor

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

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

TLP16 2022

Melissa Britt
 Erin Buttermore
 Sophie Calic
 Kennedy Clarke
 Katie Cooley
 Elaine Devlin
 Bella Fountain
 Matthew Gangell
 Matthew Jordan
 John Kamara
 Matt Lamprey
 Stephanie Lawson
 Karen Marr
 David Moore
 Stephen Morrison
 Chris Neil
 Alex Newman
 Sarah Peart
 Michael Phillips
 Steven Richardson
 Mel Sullivan
 Kelsey Timms
 Philip White
 Ruby Wilson

TLP17 2023

Matthew Abbott
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 Matthew Anderson
 Nepelle Crane
 Mel Croome
 Patrick Cullinane
 Stuart Davey
 Oliver George
 Clare Glade Wright
 Miranda Hann
 Nicole Henty
 Mark Hogarth
 Tim Hunt
 David Lietzau
 Jessica Lopes
 David Onu
 Laura Pyszkowski
 Rob Skinner
 Laura Spikula
 Suellen Taylor
 Kate Todd
 Lissa Villeneuve
 Mitch Wyper

I-LEAD 2018

Zara Bussey
 Lee Christmas
 Matthew Collins
 Danielle Conlan
 Georgia Cummings
 Karina Damberg
 Cameron Dixon
 Simone Hackett
 Kaimon Johnson
 Robb Jubb
 Brock Kerslake
 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 Karpiniac
 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

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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

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 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 Sutor
 Melanie Sullivan
 Samantha Sytsma
 Rebecca Tipton
 Alison Wallace
 James Welsh
 David Wise
 Evelyn Wong

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 Kylie Baumbach
 Mel Best
 Eddie Bouchier
 Tamar Cordover
 Majella Eales
 Lily Foster
 Deb Hutchinson
 Joanna Jolly
 Sharlene Knight
 Anna Kurek
 Jade Marquis
 Jay McDonald
 Trent McHugh
 Deni Palmer
 Bec Pettit
 Jess Rafferty
 Stuart Robins
 Vanessa Ryle
 Rich Salewicz
 Peta Titter
 James Versteegen
 Thea Webb
 Brigid Wilkinson
 Jessica Willard
 Deb Woodiwiss
 Zoe Vandervelde

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Stacey Beswick
 Darren Brown
 Debra Brown
 Thomas Cashion
 Larni Davies
 Taihlaura Denman-Francis
 Jamie Devine
 Jacinta Drake
 Gil Drory
 Andrea Fitzpatrick
 Ethan Han
 Ruby Hardman
 Tim Hodgkinson
 Varun Khetarpal
 Melissa Koomen
 Sandy Liang
 Nicola Macdonald
 Katherine Marsden
 Angela Morgan
 Sophie Murfitt
 Monica Orrego
 Natalie Reardon
 Melinda Schultz
 Nathan Silk
 Alexandra Sumner
 Bonnie Whitton
 Kelly Woolley

I-LEAD Women 2022

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 Freya Beech
 Tammy Brooks
 Rowena Childs
 Linda Crawford
 Kathryn Cresswell
 Madison Deane
 Kristen Dransfield
 Joanna Ford
 Laura Gazzignato
 Kim Goodwin
 Sonia Green
 Bronnie Grieve
 Katherine Halliday
 Kathryn Hansson
 Alicia Heath
 Catherine Hyde
 Xenia Jak
 Caitlin Jones
 James Li
 Anna Matala
 Suzie Moehrke
 Courtney Newman
 Michele Nissink
 Helen Patronis
 Bianca Phipps
 Gemma Poke
 Tammy Price
 Narelle Punshon
 Jess Rice
 Deb Spandonis
 Charmaine Stanton
 Emma Stratford
 Kate Taylor

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Jai Appleby
 Edward Beswick
 Rebecca Birrell
 Conor Canning
 Jay Chipman
 Troy Cook
 Alejandro Crespo-Schmidt
 Nicole Crook
 Rochelle Finearty
 Diana Carolina Flores Estrada
 Danica Foy
 Keren Franks
 Samantha Grace
 Kirsty Grierson
 Freya Griffin
 Will Harkness
 Tanya King
 Grace McCallum
 Kristina McCarthy
 Libby McKay
 Michelle Mizzen
 Ruth Osborne
 Courtney Punshon
 Melissa Scott
 Amy Sharp
 Kit Soo
 Julie Starr
 Sally Thompson
 Lyndal Thorne
 Lauren Vaessen
 Nicole van Leeuwen
 Myfwana Wedd
 Ryan West
 Lynne Wilton
 Richard Witbreuk

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Bella Alcorso
 Melinda Appleby
 Mackensie Belbin
 Matt Bosworth
 Bryony Bull
 Mather Cilla
 Josh Coad
 Emma Davis
 Keline Fabre
 Lucy Fleming
 Bec Flynn
 Juan Garcia
 Len Geale
 Denise Hall
 Kim Hudson
 Laura Keith
 Zoey Keleher
 Sally Law
 Luna Liu
 Niall Maurici
 Amy McBride
 Annie McKay
 Andrew McMaster
 Daniel Nikitenko
 Alisha Tams
 Jasmine Thompson
 Alice van der Woude

I-LEAD Women 2023

Alysha Allen
Claire Austin
Jane Bailey
Elisha Blackberry
Marcela Bezerra
Jasmine Cardno
Sarah Casey
Tori Cleaves
Louise Cooper
Anna Cotton
Mel Croome
Kirsty Dickenson
Zoe Faulkner
Liese Fearman
Seona Findlay
Steph Gee
Sarah Gilmour
Liz Hafner
Georgina Hall
Amanda Hardinge
Bridget Hickman
Sonia Hodgetts
Estelle Hudson
Brie Jak
Natalie Keane
Carryn Manicom
Maddy McBride
Tahnee McShane
Kuluni Millaniyage
Rani Milne

Emma Nightingale
Hafwen Pearce
Mel Pearce
Bec O'Holloran
Jenny Retterer
Ash Shotton
Libby Smith
Alana Summers
Cassie Tickner-Smith
Sarah Vautin
Michelle Walls
Zoe Wyllie
Rachel Yao
Liz Youd

Next Crop 2023

Tessa Astbury
Sierra Blair
Jamie Cowen
Karen Davis
Matt Dunbabin
Vanessa Dunbabin
Nick Glaetzer
Kellie Graham
Cecilia Hakansson
Frieda Henskens
Abbie Hoskin
Penny Jones
Mitchell Kenney
Hugh McCullough
Rafe Nottage
Ben Pearson
Izaak Perkins
Ben Pietsch
John Schuts
Cynthea Semmens
Robbie Stewart
Alex Travers
Cam Walker
Bryn Williams

LARC 2023

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







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Leaders

tasmanianleaders.org.au

PO Box 1186 Launceston TAS 7250

info@tasmanianleaders.org.au



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