



# LIFELONG LEADERS

LEADERSHIP  
SCHOLARSHIPS  
REPORT

*2020/21*

**LEADERSHIP  
VICTORIA**



*Sally Hines,  
Leadership Victoria  
Chief Executive Officer*

"Leadership scholarships contribute so much more than an individual learning opportunity. They support the awardees to transform their leadership into something deeper and more considered – a shift in thinking that has the power to change the 'how and why', and often the 'what' - of their leadership for the rest of their lives. This goes well beyond a single person. Through them, it impacts all who benefit from their purposeful leadership – their colleagues, organisations and communities."

## SCHOLARSHIP AWARDEE PROFILE

### Rushda Halith

Rushda Halith's leadership has always begun with her values. That's one thing the Williamson program didn't change.

"Williamson reaffirmed for me the importance of bringing my true self to all aspects of my life – at home, work or in the community."

But the trained engineer turned community development leader admits she once focused on the outcome. She was the person who 'got things done'.

"Now I see that it is OK not to have the answers, to sit with uncertainty. I focus more on the process and people. It is not always about the end result."

The 2020 graduate also found a voice to have difficult conversations, including about privilege and gender inequity.

**"Williamson gave me the skills to have open discussions, even when it's not easy. I seek out people with views that challenge me, and I listen to understand where they are coming from."**

As much as Williamson helped her question assumptions, there is one thing Rushda remains sure of.

"An MBA alone is not going to solve the world's problems. We need adaptive leadership. Williamson navigates those challenges, which benefits organisations because that is what all of them – corporate or otherwise – are grappling with. And when you invest in people over time, you create a shared language of leadership in your organisation."

Rushda works in local government and is also keen to work with Muslim women. "Muslim women face several challenges. Within the community there are traditions to respect. In the broader community, if you wear the hijab it is a clear symbol of your faith. You are representing your community. And there is a pressure that comes with that."

"Muslim women are doing great work. We need to invest in that – it helps not just the Muslim community but the community as a whole."

\*Rushda Halith was awarded the Islamic Council of Victoria - Leadership Victoria Muslim Women's Leadership Scholarship



*Photo credit: Rochelle Hansen*

## SCHOLARSHIP AWARDEE PROFILE

### Dr. Lisa Chaffey

Lisa Chaffey can sum up her former leadership style in one word: steamroller.

“I was the kind of leader that said: ‘Yeah, let’s do it!’, not realising it was up to me to make sure everybody felt they were part of the process.”

After completing the 2020 Williamson Leadership Program, the former wheelchair basketball Paralympian and coach can see she was missing key leadership skills.

“I was aware of myself as a leader, but I was a leader for people who were the same as myself – the same outlook, the same motivation levels. Williamson gives you the skills to lead all people, not just the handpicked people.

“Williamson taught me to slow down, have a good look around and make sure everyone is on board with you before you move forward.”

With a silver medal, a doctorate in occupational therapy, a book on pain management, a private practice, and leadership positions in the disability sector, Lisa never saw herself as the type to play it safe. But by 2020 she was doing exactly that. “I had become static. Williamson gave me back my purpose.”

Lisa now helps organisations design and evaluate their programs. She’s currently working on disability in employment and disability sport in schools.

She wants more people with disabilities to complete the Williamson program to build leadership capacity in the sector and help them face the daily unconscious paternalism without burning out. To question themselves and others.

**“By sponsoring a program place or an employee, you get back someone who is clear on their purpose and how they interact with people.**

“It can be challenging for an organisation because they will be questioned, but we have bigger expectations of our leaders than we used to, and part of leadership is being able to adapt to new ideas.”

\*Dr Lisa Chaffey's scholarship was supported by the Victorian Government Office for Disability



Photo credit: Sam Biddle

## 2020 SCHOLARSHIP AWARDEES

### WILLIAMSON LEADERSHIP PROGRAM

#### PARTNER-SUPPORTED SCHOLARSHIP AWARDEES:

##### ISLAMIC COUNCIL OF VICTORIA – LV

**Rushda Halith**  
City of Melbourne

##### VICTORIAN GOVERNMENT OFFICE FOR DISABILITY

**Lisa Chaffey**  
Occupational therapist, business owner,  
Paralympian

##### VICTORIAN RURAL WOMEN'S NETWORK

**Kate Wallis**  
Commonwealth Bank - Regional &  
Agribusiness Gippsland

#### LV FOUNDATION SCHOLARSHIP AWARDEES:

**Fiona Kelly**  
Dentist and mentor

**Mike Rolls**  
Professional speaker and resilience  
coach

**Tina Brunet**  
Social justice campaigner

**Kate Stewart**  
Co-founder, En Pointe Events

**Dimity Gannon**  
Western Bulldogs Community  
Foundation

#### LV SUPPORTING WOMEN'S LEADERSHIP



Leadership Victoria proudly sponsored Food and Fibre Gippsland's inaugural Female Agribusiness Leader of the Year Award in 2020. Orbost-based Gabrielle Moore, from Sailors Grave Brewing, will take her well-deserved place in the 2021 Women's Leadership Program.

Image courtesy of Food and Fibre Gippsland.

"I learnt that leadership is a process not a destination. I have the power to inspire others to partner with me because together we can move mountains."

**Tina Brunet**

Social justice campaigner

### WOMEN LEADING NOW

#### SUPPORTED BY VICTORIAN RURAL WOMEN'S NETWORK

**Alicia Robinson**  
Warakirri Cropping  
Farmer

**Jenn Scott**  
Independence Australia  
Marketing Technology Manager

**Charlotte Aves**  
Irrigated Cropping Council Inc  
Executive Officer

**Brooke Rogers**  
Chester Shorthorns  
Farm Manager



Women Leading Now program alumna Alicia Robinson (Victorian Rural Women's Network awardee 2020) speaks with more than 80 people at an LV Lunchtime Leadership panel discussion on imposter syndrome, April 2021. Alicia was sharing her experience as a woman realising her leadership strengths in the agriculture sector and a rural community.

## SCHOLARSHIP AWARDEE PROFILE

### Mike Rolls

Mike Rolls needs no help finding his voice. As a resilience speaker for schools and organisations, telling his story of life as a double below-the-knee amputee and meningococcus survivor is part of his day job.

“I have open discussions and share my story so people can use it to help with their own challenges.

“We all have our problems. I help find a common language of challenge and change that we all experience in life.”

But in the Williamson Leadership Program, Mike was the listener as well as the speaker.

“There was a lot of discussion around white privilege. Hearing from people who have to deal with things on a daily basis that I never even have to think about opened my eyes to how lucky I am.

“Even though I’m someone who has been through something unlucky – a rare disease that left me with a permanent disability – I feel fortunate because if I had got the disease in a developing country my life would be very different. It forces us to realise what we are truly grateful for.”

Mike, who is a competitive golfer and President of Amputee Golf Victoria, is now using his Williamson skills to encourage amputees, especially young people and women, to take up the sport.

“Women and girls are severely under-represented in golf, and that needs to change.

“So, we are building a system where amputees have many options to join at the grassroots level but can also pursue elite pathways into the sport.”

Mike became close to his fellow participants, even if 2020 COVID restrictions prevented them meeting in person.

**“When you go through this intense experience, you create a leadership community. People bring this back to any organisation they work for and build capacity for everyone. It’s a multipronged and long-lasting impact.”**

\*Mike Rolls was jointly funded by the Leadership Victoria Foundation and a Williamson alumna.



Image courtesy of Mike Rolls

## LOOKING AHEAD

### WILLIAMSON LEADERSHIP PROGRAM 2021

#### LV FOUNDATION SCHOLARSHIP AWARDEES:

**Melissa Hale**

Victorian Council of Social  
Services  
Coordinator of Disability  
Advocacy Resource Unit

**Tim Marchinton**

Purple Soup Adventure Therapy  
Founder Director

**Katie Hull-Brown**

The Song Room  
Music Mentor and Supervisor

**Pete Zwiers**

Kids Under Cover  
Head of Programs

**Robyn Smith**

Villa Alba Museum Inc  
Vice President

**Ruth Heredia**

Dental Health Services Victoria  
Dentist

**Laura Howell**

Life Without Barriers  
Strategy and Engagement  
Directorate

#### LV SCHOLARSHIPS SUPPORTED BY PARTNERS:

**ISLAMIC COUNCIL OF VICTORIA**

**Nandi Abdalla**

Alfred Health and Mercy Health  
Consultant Psychiatrist

**ANZ**

**Katrina Herbert**

Brotherhood of St Laurence  
Executive Manager Family, Health  
and Wellbeing

**LV ALUMNI**

**Matthew Everitt**

Dreamtime Art

**ABORIGINAL VICTORIA**

**Owen Cavanough**

RTL Mining and Earthworks  
General Manager

**EASTERN HEALTH FOUNDATION**

**Jacqueline Watkins**

Department of Health and Human  
Services  
Dhelk Dja Regional Coordinator


**VICTORIAN RURAL WOMEN'S  
NETWORK**

**Trish Vigliaturo**

P & A Vigliaturo Orchards Pty Ltd  
Farmer

**Rebecca Burgmann**

Victoria Legal Aid, Gippsland  
Regional Managing Lawyer



We are thrilled to welcome 14 dynamic and diverse scholarship awardees as part of the 2021 Williamson Leadership Program. The valuable support of our partner organisations and donors helps make this possible.

## PARTNERSHIPS FOR LIFELONG LEADERSHIP

Leadership Victoria gratefully acknowledges the support of our scholarship partner organisations and individual donors. Through leadership scholarships, leaders who would not otherwise be able to access a development opportunity of this calibre can take their place in LV programs.

LV's partnership with the Islamic Council of Victoria has seen five Muslim women leaders taking part in the Williamson Leadership Program to date. With the support of the Victorian Government-funded Victorian Rural Women's Network, 12 women from across regional Victoria have advanced their leadership through the Williamson Leadership, Women's Leadership and Women Leading Now programs.

For our 2021 programs LV has worked with partners and donors on exciting new scholarship initiatives. These include a place in the Williamson Leadership Program supported by ANZ for one of their community partner organisations and Aboriginal and Torres Strait Islander Peoples scholarships initiated by a group of LV alumni.

### SUPPORTING ORGANISATIONS IN 2020 LEADERSHIP PROGRAMS:

ANZ  
Islamic Council of Victoria  
Victorian Office for Disability  
Victorian Rural Women's Network  
Individual donors to LV Foundation

### SUPPORTING ORGANISATIONS IN 2021 LEADERSHIP PROGRAMS:

ANZ  
Islamic Council of Victoria  
Aboriginal Victoria  
Victorian Rural Women's Network  
Eastern Health Foundation  
LV alumni Aboriginal and Torres Strait  
Islander Peoples Scholarship Fund  
Individual donors to LV Foundation

"I have learnt to be true to me and not what others expect or want me to be. Williamson reminded me to be bold, inquisitive and have fun on this journey."

**Fiona Kelly**

*Dentist and mentor*



*Photo credit: Rochelle Hansen*



**Leadership scholarships enable people from under-represented communities and organisations to undertake Leadership Victoria's programs, developing leadership capability across Victoria's richly diverse communities.**

Leadership Victoria is an innovative, independent social enterprise with a purpose to foster leadership that inspires, connects and transforms. For 30 years, we have been connecting and empowering leaders across business, government and community sectors, enabling them to exercise the leadership required to address today's complex challenges and contribute to positive economic, social and environmental outcomes.

# LEADERSHIP VICTORIA

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## WAYS TO SUPPORT LEADERSHIP SCHOLARSHIPS:

**DONATE TODAY**

Click above to donate to the Leadership Victoria scholarship fund. Donations over \$2 are tax deductible.

**CONTACT US**

Click above to contact us about creating a scholarship through your company, foundation or giving circle.