



SUPPORTING PURPOSEFUL LEADERSHIP

SCHOLARSHIPS
REPORT 2022

**LEADERSHIP
VICTORIA**

LEADERSHIP VICTORIA

Purposeful leaders are people who care about what they do and how they do it.

Leadership Victoria's vision is purposeful leadership for an inclusive, equitable and sustainable society. We are an innovative, independent social enterprise that exists to foster leadership that inspires, connects and transforms.

For over 30 years, we have been connecting and empowering leaders with diverse backgrounds and experiences across business, government and community sectors, enabling them to exercise the leadership required to address today's complex challenges.

Beyond our programs, we facilitate powerful, enduring networks that enable leaders to amplify their leadership impact in their organisations, sectors and communities.



WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

Williamson is Leadership Victoria's flagship leadership development program, established in 1990. It's a unique, immersive year-long experience with more than 60 diverse participants. The program is designed to transform the way participants think about their leadership purpose, expanding the way they see the world and changing how they exercise leadership.

The program supports those looking to achieve impact in complex and rapidly changing environments whilst contributing to an inclusive, equitable and sustainable society.

The Leadership Victoria Foundation and partner-supported Williamson Scholarships exist to extend the impact of Williamson to those who would otherwise be unable to access the program. Not only does this support a diverse range of voices and experiences, but it in turn also enriches every participant's experience and builds enduring alumni networks across sectors and worldviews that amplify individual and collective leadership impact.



"Leadership scholarships provide life-changing opportunities to emerging and established leaders who would not otherwise be able to access personal and professional development of this calibre.



*Sally Hines,
Leadership Victoria
Chief Executive Officer*

However, 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. It impacts all those who benefit from their purposeful leadership: their colleagues, organisations and communities."

SCHOLARSHIP AWARDEE PROFILE

Jacqui Watkins

Among several 'aha' moments during the Williamson Community Leadership Program, one stood out for Jacqui Watkins, a descendant of Jingili/Mudburra people of Elliott in the Northern Territory, who was born on Larrakia Nation, Darwin, and raised on Arrernte lands, at Mparntwe (Alice Springs).

In the past, the Aboriginal advocate would enter meetings with a solution. The program taught her about adaptive leadership, which takes a closer look at what happened and how first.

"Rather than just power in with solutions, you find out why and how this happened and what the environment is, working with all concerned for a better outcome," Jacqui explains. "That's a technique that I use now every day in whatever I do."

Williamson was life changing for Jacqui, who has always been a strong advocate for her people in education, health, and family violence. She is now West Metro Dhelk Dja Regional Coordinator for the Victorian Government's Aboriginal family violence program, Dhelk Dja: Safe Our Way, and lives with her three adult children and first grandchild.

Before the program, Jacqui didn't see herself as a leader and hoped it would strengthen her leadership skills and teach her about her strengths and weaknesses. But it was so much more. She went from "what on earth am I doing here?" to having the confidence to think, "OK I know that I'm a leader and my leadership skills are very important for the community."

Jacqui has since accepted Board positions with Koondie Woonga-gat Toor-rong and the Kirrip Aboriginal corporation in Melton South, but still finds time for Ikebana (Japanese flower arranging) and macrame.

She says the program also taught her the importance of targeting her focus and "delving into myself" to understand more about how she is shaped by her history and culture. "I've completely changed the way I look at things," she says. "The outcomes are so much better."

*Jacqui Watkins was awarded the Eastern Health Foundation Scholarship.



Photo credit: Gunvor Eline Eng Jakobsen

SCHOLARSHIP AWARDEE PROFILE

Katrina Herbert

As a trained social worker and family services sector manager, Katrina Herbert has experience in leading her teams through established processes and criteria.

The Williamson Community Leadership Program enabled her to spread her wings and learn from other leaders with different experiences. As a result, her leadership is more insightful, creative – and bolder.

Katrina, who is Brotherhood of St Laurence Head of Children's Programs, jumped at the chance when asked by senior executives to join the program.

She soon realised that there was more to leadership than operating as efficiently and sensitively as possible. The mother of four children aged 7-14 was also reassured that she could manage a leadership role and family with the right support.

"I've come from a practice world, so I've always connected on that practitioner level, knowing what my team deliver every day," she says. "As the course went on, I realised it was more and more about my own challenges, my own journey, my own values."

Katrina discovered that she could be more reflective and challenge herself to embrace the unknown with her team. She also gained the confidence to approach executive management if needed.

"I'm now adopting more of a 'curiosity' approach with a whole range of things, rather than assuming I need to solve an issue," she says.

As an example, the Leadership Development Framework, which maps adult development, inspired Katrina to use a more individualised and reflective approach to a team restructure that she led. In the past she used a standard organisational design process and consultation to map a proposal, "like a move from A to B to C kind of approach".

"The process will always be challenging with any restructure, but it made the change management easier because staff were more engaged, they were part of the change," Katrina says. "They felt like the process was more transparent as well."

*Katrina Herbert was awarded the ANZ Community Partner Funded Place.



Photo credit: Gunvor Eline Eng Jakobsen

SCHOLARSHIP AWARDEE PROFILE

Matthew Everitt

Matthew Everitt is a natural leader, although he didn't always see it that way.

Before joining the 2021 Williamson Community Leadership Program, Matthew grappled with the concept and whether it was for him. The affirming experience provided much clarity and inspired him to take new roles.

The proud Taungurung man of the Kulin from Central Victoria and his wife Fatima run Dreamtime Art Creative Consultancy, which advises government and other organisations through arts discipline, place-making, curation and belonging. They have two young children.

Matthew is an advocate for Aboriginal and Torres Strait Islander peoples and sits on several boards. He works for positive change, social and economic uplift and to ensure relevant policies are robust, equitable and inclusive.

While he had many 'lightbulb moments', the program taught Matthew a lot about himself and the many faces of leadership. He realised he did not have to do everything, others may work differently, and positive change takes time. Importantly, the purpose and vision needs to be shared.

"One of the things I wanted to learn ... was how to bring people along for that journey, to not feel like you had to do it all on your own," Matthew says. "I was probably doing too much myself."

The diversity of the cohort and content provided much food for thought as the shared connection and influence of the program became striking. Matthew discovered new approaches and gained in confidence. He has since become the president of the Aboriginal Art Association of Australia (AAAA).

"Prior to LV, I never wanted to take on an executive role in a board or a committee," he explains. "I was happy to be non-executive. I've learned that it's not about being that orator and having a great speech, it's about how you need to corral people ... to bring them along, to have them take ownership of any adaptive challenges as well."

Matthew says he is still "a work in progress", but his outlook has broadened, and he better understands successful collaboration.

"It's probably the main reason I wanted to be there," he says. "It's all been incredible. I've thoroughly, thoroughly enjoyed it."

*Matthew Everitt was awarded the LV alumni supported Aboriginal and Torres Strait Islander Peoples Scholarship.



Photo credit: Gunvor Eline Eng Jakobsen

SCHOLARSHIP AWARDEES

WILLIAMSON COMMUNITY LEADERSHIP PROGRAM 2021

LV FOUNDATION
SCHOLARSHIP AWARDEES:

Katie Hull-Brown
The Song Room
Music Mentor and supervisor

Laura Howell
Safer Care Victoria
Manager, 100,000 Lives Program

Melissa Hale
Victorian Council of Social Services
Coordinator of Disability Advocacy
Resource Unit

Pete Zwiers
Kids Under Conver
Head of Programs

Robyn Smith
Villa Alba Museum Inc.
Vice President

Ruth Heredia
Dental Health Services Victoria
Principal Oral Health Advisor Statewide

Tim Marchinton
Purple Soup Adventure Therapy
Founder Director

PARTNER-SUPPORTED
SCHOLARSHIP AWARDEES:

**ANZ COMMUNITY PARTNER FUNDED
PLACE**
Katrina Herbert
Brotherhood of St Laurence
Executive Manager Family, Health
and Wellbeing

**EASTERN HEALTH FOUNDATION
SCHOLARSHIP**
Jacqueline Watkins
Department of Health and Human
Services
Dhelk Dja Regional Coordinator

**FIRST PEOPLES – STATE RELATIONS
SPONSORSHIP**
Owen Cavanough
RTL Mining and Earthworks
General Manager

**ISLAMIC COUNCIL OF VICTORIA
SCHOLARSHIP**
Dr Nandi Abdalla
Alfred Health and Mercy Health
Consultant Psychiatrist

**LV ALUMNI – ABORIGINAL & TORRES
STRAIT ISLANDER PEOPLES
SCHOLARSHIP**
Matthew Everitt
Dreamtime Art
Owner & Founder

**VICTORIA RURAL WOMEN'S NETWORK
SCHOLARSHIP**
Trish Vigliaturo
P & A Vigliaturo Orchards Pty Ltd Farmer

**VICTORIA RURAL WOMEN'S NETWORK
SCHOLARSHIP**
Rebecca Burgmann
Gippsland, Victoria Legal Aid
Associate Director - South East



SCHOLARSHIP AWARDEE PROFILE

Melissa Hale

Melissa Hale is aiming high after her cathartic experience in the Williamson Community Leadership Program, which enabled her to recognise her true value and make braver decisions.

As a Deaf woman, the Victorian Council of Social Service (VCOSS) Disability Advocacy Resource Unit Manager has long been a strong advocate for the Deaf community and encouraged many to play cricket, some at a high level.

She remains a prominent voice as Head of Deaf Women's Cricket at Deaf Cricket Australia, and even has a trophy named after her.

Before starting the Williamson program, Melissa assumed that leading in community and work required different skillsets. Community leadership was empathy based, while professional leadership came from a position of authority.

The program turned this thinking on its head and showed that leading with empathy was usually more effective. Melissa also learned a lot about herself. A program activity hit home when she ranked herself lowest in her group for having agency or a voice. No-one else saw it that way.

"It was only my own impression of myself," she says. "The lightbulb moment was for me that sometimes I'm my own worst enemy. What I think is not always what other people think. That was a big lesson for me."

Melissa, who shares four teenage children with her husband James, has since become a Paralympics Australia mentor and joined Public Transport Victoria's Accessible Transport Advisory Committee and the Disability Sports and Recreation Advisory Council.

"I started with a goal to gain confidence in developing my leadership skills, ability to affect change in a strategic way and increase my intelligence in leadership," she says. "The program gave me the confidence and faith in myself to recognise my value and to keep choosing to make brave choices."

"It encouraged me to aim higher than cricket and look beyond and how I can use my influence to assist with making a change on a wider systemic scale."

*Melissa Hale was awarded a Leadership Victoria Foundation Scholarship.



Photo credit: Gunvor Eline Eng Jakobsen

SCHOLARSHIP AWARDEE PROFILE

Dr Nandi Abdalla

Dr Nandi Abdalla has taken her leadership to the next level.

The Williamson Community Leadership Program validated the Alfred Hospital consultant psychiatrist's values and beliefs-based style, so knowing that her leadership had a solid foundation enhanced her confidence.

Nandi arrived in Australia from Sudan 20 years ago as a paediatric registrar and eagerly studied psychiatry while raising two children with her husband Alaeldin, a Royal Melbourne Hospital physician.

As an infant, child, adolescent, and perinatal psychiatrist, she manages two mental health teams that were challenged during the pandemic by intense demand while working tirelessly to support and improve general and mental health awareness among disadvantaged minorities, migrants and refugee communities.

Nandi also undertakes international humanitarian work and belongs to the Sudanese Community Association of Victoria (SCAV) and the Sudanese Australasian Medical Professionals Association (SAMPA).

She had hoped the program would broaden her skills, but it was much more and revealed that leadership is not a 'one size fits all' concept. "I learned that leadership can have so many types and styles," she says.

Williamson underlined the importance of being a genuine leader and not just a boss, which appealed to Nandi as a natural nurturing person. Discussions on wider issues such as personal growth and sustainability were topics which she found extremely empowering.

Nandi was reassured that her instincts were solid and learned about new approaches such as adapting to solve issues as they evolve, rather than seeking easy 'technical' answers. This enabled her to develop solutions that involve honesty and deeper analysis of the situation whenever challenged by a complex problem.

Most importantly, Nandi learned about herself and how to deal with a high-achieving personality that always strives to highly perform and deliver, consequently risking burnout.

"Now I become aware when I'm stuck in the cycle of constant work and no rest," she says. "One of my goals now is not to 'bite off more than I can chew'. To share the load and to share the success."

**Dr Nandi Abdalla was awarded the Islamic Council of Victoria Scholarship.*



Photo credit: Gunvor Eline Eng Jakobsen

SCHOLARSHIP AWARDEE PROFILE

Trish Vigliaturo

Trish Vigliaturo is a seasoned high achiever, first as a partner in a law firm and now as co-manager of a thriving fruit business in Ardmona, near Shepparton.

Before Williamson, Trish's leadership style had evolved by necessity and focussed on finding all the answers. "That's just been flipped on its head," she says.

The program enabled Trish to reflect upon and enhance her leadership skills and community involvement. "The way it has changed my thinking has been extraordinary," she says. "It taught me to manage myself, listen a lot more and not try to resolve things in a minute."

Trish and her husband David run Ardmona Packhouse. It produces apples, pears, apricots, nectarines and plums on 12 hectares and packs fruit for other growers. The packing operation has grown rapidly in recent years and employs about 50 people.

As early as the Williamson Welcome Immersive experience in Marysville, Trish began to reflect on leadership being about her as a person and sharing the load. "I've learned that I shouldn't be the one who provides all the answers," she says. "The person in the trenches is more likely to have the answers. My job is to facilitate that."

The program had many positive learnings, including that some 'heat' can be good if a discussion leads to honesty and solutions. A session on relative privilege at Abbotsford Convent also hit home, despite the freezing weather. "I forgot the cold; that's how good it was," Trish says.

Trish, who joined the program to broaden her outlook and leadership, also better appreciates challenges her staff from non-English speaking backgrounds face, and the importance of recognising Aboriginal and Torres Strait Islander cultures.

Inspired to take a more holistic approach at work and beyond, she has also volunteered with the Greater Shepparton Winter Night Shelter for people experiencing homelessness.

"It really just taught me that if I want change in my community I have to get involved," she says.

*Trish Vigliaturo was awarded a Victorian Rural Women's Network scholarship.



Photo credit: Gunvor Eline Eng Jakobsen

LOOKING AHEAD

WILLIAMSON COMMUNITY LEADERSHIP PROGRAM 2022

**LV FOUNDATION
SCHOLARSHIP AWARDEES:**

Alma Raheem
Medical and Healthcare Industry
Sales Manager

Ben Rodgers
Inner North Community
Foundation
Executive Officer

Hayley Conway
CARE Australia
Head of Public Affairs and
Engagement

Lara Freidin
Victoria Legal Aid
Manager, Strategic Advocacy
and Policy, Civil Justice

Phillip Doorgachurn
YMCA Australia
National Executive Manager –
Safeguarding

Stephane Shepherd
Swinburne University of
Technology
Associate Professor

**LV SCHOLARSHIPS SUPPORTED
BY PARTNERS:**

**ANZ COMMUNITY PARTNER
FUNDED PLACE**
Anton Leschen
Smith Family
General Manager

**EASTERN HEALTH FOUNDATION
SCHOLARSHIP**
Latarnie McDonald
Farming for the Future
Consultant

**ISLAMIC COUNCIL OF VICTORIA
SCHOLARSHIP**
Noosheen Mogadam
Asylum Seeker Resource Centre
Senior Lawyer, Advocacy and
Campaigns

**LV ALUMNI – ABORIGINAL &
TORRES STRAIT ISLANDER
PEOPLES SCHOLARSHIP**
Sharon Brindley
Jala Jala Treats
Director

**VICTORIAN GOVERNMENT OFFICE
FOR DISABILITY SCHOLARSHIP**
Meredith Prain
Able Australia
National Head of Research and
Centre of Excellence – Deaf / Blind



We are thrilled to welcome 11 diverse scholarship awardees as part of the 2022 Williamson Community Leadership Program. The valuable support of our partner organisations, LV alumni and donors helps make this possible.

**SUPPORTING
PARTNERS**



We'd also like to acknowledge the fabulous work of the LV alumni who supported the Aboriginal and Torres Strait Islander Peoples Scholarship, as well as individual donors to the LV Foundation.

"It really just taught me that if I want change in my community I have to get involved"

Trish Vigliaturo
Scholarship awardee



Photo credit: Gunvor Eline Eng Jakobsen

WAYS TO SUPPORT LEADERSHIP SCHOLARSHIPS:

DONATE TODAY

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

CONTACT US

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

LEADERSHIP VICTORIA

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