



# LEADERSHIP VICTORIA

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2024 - 2026

## Strategic Plan



# Our Vision

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An inclusive, equitable and sustainable society.

# Our Purpose

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To develop, connect and inspire diverse leaders across all sectors, to strengthen communities and tackle society's complex and systemic problems.

# Our Values

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We act with courage, integrity, curiosity and respect.



# Our Model (Our Theory of Change)



## Interventions

By bringing together aspiring leaders...

...from across a diverse range of organisations, sectors, identities, backgrounds and experiences...

...to build their leadership expertise...

...and learn from seasoned leaders and each other...



## Outcomes

...we can broaden their outlook and experience...

...facilitate deep, trusted and enduring connections...

...and inspire and equip them to contribute to the community...

...through both their careers and their voluntary work...



## Impact

...to deliver social, environmental and institutional change...

...that creates a more inclusive, equitable and sustainable community.





# What makes LV unique?

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As the foremost leadership organisation in Victoria, LV has been delivering unique programs for over 30 years, including our flagship Williamson Community Leadership Program.

1. Programs include leaders from a diverse mix of sectors, industries, backgrounds, identities and experiences.
2. We provide exposure to new and varied experiences, people and ideas, and facilitate respectful engagement across different perspectives and knowledge.
3. Participants share, collaborate and learn in a crucible environment, creating a deep trust and enduring peer connection.
4. Each cohort engages with a range of seasoned leaders who share compelling and often intense leadership experiences. Some programs also include field trips to build awareness of the diverse aspects of the Victorian community.
5. We draw on a wide range of leadership development expertise, with a focus on adaptive leadership for complex challenges and systemic change. We empower leaders to identify and dismantle personal and systemic barriers, transforming their leadership practice.

# 2024-2026 Goals



**1. Inspire: Unique, high quality leadership programs**



**2. Connect: A connected and contributing LV community**



**3. Transform: Collective leadership for positive impact**



**4. Thrive: A dynamic, trusted, sustainable organisation**



# Key Priorities 2024-2026

## **GOAL 1: INSPIRE: UNIQUE, HIGH QUALITY LEADERSHIP PROGRAMS**

- Deliver a unique, high-quality, cohesive program portfolio.
- Create new programs for specific partners, cohorts and systems.
- Ensure demand for programs and increase participant diversity.

## **GOAL 2: CONNECT: A CONNECTED AND CONTRIBUTING LV COMMUNITY**

- Establish an Alumni program that engages, connects and inspires our Alumni.
- Facilitate and support Alumni contributions to community.
- Bring Alumni's expertise to leaders and policy makers through LV programs and events.

## **GOAL 3: TRANSFORM: COLLECTIVE LEADERSHIP FOR POSITIVE IMPACT**

- Connect and support Alumni and other leaders to work collectively for community impact.
- Facilitate Alumni contributions to government and other decision making.
- Collaborate on research and thought leadership.

## **GOAL 4: THRIVE: A DYNAMIC, TRUSTED, SUSTAINABLE ORGANISATION**

- Strengthen LV's business model and revenue streams.
- Engage stakeholders and tell the story of LV's impact.
- Enhance and streamline operations, including safe, inclusive and accessible programs.





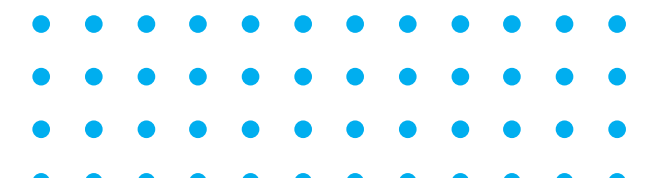
# Recognition of First Nation Peoples

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LV recognises that we live and work on the traditional lands and waters of First Nations peoples across Victoria, and that these were never ceded. We recognise that connection to Culture, Country and Community is a right for Aboriginal and Torres Strait Islander people, along with self-determination and cultural safety.

We are committed to Reconciliation. This includes seeking guidance from First Nations Alumni in LV's work, privileging First Nations knowledge and experience in our activities, and using our programs and networks to advance First Nations rights and recognition.

We aim at all times to be respectful of First Nations culture, and learn from First Nations peoples' unique and longstanding ways of leading and contributing to Community. We proactively include First Nations leaders in our programs as participants and speakers, and seek to acknowledge and engage with Community and Culture in whichever Country we are on.





# Diversity, Equity & Inclusion

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LV's commitment to DEI is a commitment to excellence in leadership, ensuring that we are not just reacting to the current landscape but also shaping a more inclusive, equitable, and sustainable future for all Victorians.

Diversity represents the mosaic of backgrounds, perspectives, and experiences that keep our communities vibrant and adaptable. Equity ensures that every person can access the same opportunities, recognising that support needs may vary according to differing circumstances to achieve fairness in outcome. Inclusion goes beyond mere representation, aiming to create environments in which all people feel safe, heard, valued, and empowered to contribute fully.

Today's and tomorrow's leaders face increasingly interconnected and complex challenges. A diverse leadership team brings a broader set of solutions to the table, allowing more innovative, creative, and comprehensive approaches to problem solving. Equity makes leadership pathways more accessible, cultivating a diverse talent pool, creating a pipeline of workforce talent, and enabling the best and brightest to lead, regardless of where they come from. Inclusion fosters a culture of belonging, allowing leaders to maximise the potential of their teams, resulting in increased engagement, productivity, and innovation.

Moreover, leadership imbued with DEI principles mirrors the society it serves. It encourages more ethical decision-making and a greater understanding of the communities we aim to serve, ensuring that our work is relevant, impactful, and sustainable.



# Structure and Governance

LV is an independent, not-for-profit organisation, registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC). We are governed by a volunteer Board of Directors, many of whom are LV Alumni, and our Chair is Christine Nixon, AO, APM.

LV is funded via a combination of social enterprise, and program partnerships with a range of government and social sector organisations.

We also have a parallel organisation, the LV Foundation, which has DGR1 status and can accept philanthropic grants and tax-deductible donations. LV Foundation funds contribute to LV programs and scholarships targeting leaders from, or working with, marginalised and disadvantaged communities.

LV embraces partnerships with governments, philanthropic trusts and private sector organisations with an interest in leadership for an inclusive, equitable and sustainable world.

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## Our Purpose

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## Our Model (Theory of Change)

Interventions	Outcomes	Impact
By bringing together aspiring leaders from across a diverse range of organisations, sectors, identities, backgrounds and experiences to build their leadership expertise and learn from seasoned leaders and each other...	...we can broaden their outlook and experience, facilitate deep, trusted and enduring connections, and inspire and equip them to contribute to the community through both their careers and their voluntary work...	...to deliver social, environmental and institutional change that creates a more inclusive, equitable and sustainable community.

## Our Strategic Goals 2024-26

<b>Inspire:</b> Unique, high quality leadership programs	<b>Connect:</b> A connected and contributing LV community	<b>Transform:</b> Collective leadership for positive impact	<b>Thrive:</b> A dynamic, trusted, sustainable organisation
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## Our Values & Behaviours

<b>Courage</b>	<b>Integrity</b>	<b>Curiosity</b>	<b>Respect</b>
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**For further inquiries and information contact us**

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