

LEADERSHIP VICTORIA

20
23

YEARBOOK

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LEADERSHIP VICTORIA

Leadership Victoria (LV) has been delivering unique programs for over 30 years to leaders from a diverse mix of sectors, industries, backgrounds, identities and experiences.

LV's trusted and enduring Alumni network of 6,000+ diverse leaders across Victoria are passionate about, committed to, and working to create inclusive, equitable and sustainable communities. In particular, graduates of our flagship Williamson Community Leadership Program (WCLP) are in a wide range of leadership positions across all sectors in Victoria and beyond.



Our Vision

An inclusive, equitable and sustainable society.

Our Purpose

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

Our Values

We act with courage, integrity, curiosity and respect.

Acknowledgement of Country

Leadership Victoria 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.

FROM THE CHAIR



2023 has been a challenging year for LV. A time of transition, from Sally Hines as CEO to Scott Ko who acted in the role and finally Katherine Ellis who was appointed mid year. The Board would like to thank both Sally and Scott for their dedication to LV and leadership through and post COVID, and during a challenging reset within our communities and LV. The Board has welcomed new members Nev Spirovska and Sandra Chui, and farewelled a great stalwart Jed McCartney. Thanks also to Jed for his many years of great service.

We are well placed for the next stage of evolution for Leadership Victoria.

On a more philosophical note, it's quite fascinating to look at past year books. They trace the history of LV, the people, the Board, inspiring leaders and great programs and the team that makes it all happen. They also highlight the challenges LV faces in continuing to build strong community leadership. We work in a very competitive space, where budgets are tight, and many commercial providers vie for participants for their programs.

Leadership Victoria's offering have always been different. From my time as Victorian Chief Police Commissioner, I came to know the Williamson Community Leadership Program and had great delight in addressing participants, supporting senior VicPol members as participants, and providing other logistics supports.

The interaction of the program with participants drawn from corporate, NFP and government is invaluable. Added to that, great presenters, challenging experiences and personal tests, it provides incalculable benefits to participants and their organisations and, most importantly, to the broader community.

The comments by Premiers and Governors in the past Yearbooks, highlight the value and place LV has within the Victorian Community.

Leadership Victoria has a new strategic plan that is clear and focused, and the Board and LV team will do their very best to achieve the goals. We now need supporters – corporate, government and NFP's – to nominate their best people to attend our programs and provide funding and other support. We also need our Alumni to contribute their resources and networks to realise LV's full potential.

We will then be able to achieve the outcomes we all want and which our communities always need.

CHRISTINE NIXON AO, APM
Chair of the Board

FROM THE CEO



Leadership Victoria holds a very important place in the hearts and minds of leaders right across Victoria, including for me as a 2007 Williamson Fellow. So I was delighted at the opportunity to take on the CEO role in July 2023, aspiring to give many more Victorians the same transformational experience that set my leadership, career and life on a whole new trajectory.

LV has always punched far above its weight, thanks to our dedicated staff and Board, supportive sponsors and donors, and committed volunteers. This includes the many outstanding speakers and mentors who give generously of their time and expertise in service of the growth of new generations of leaders. Thank you all for your commitment to LV in 2023, including through some extremely turbulent times. I am very proud to present our results to you in this year book.

The outstanding leaders from our 2023 Williamson Community Leadership Program are already reporting more impact in their communities - some of their stories are in this yearbook. We also have amazing graduates from our short course programs such as Igniting Leadership and Women's Leadership Program, who are delving into leadership in new ways.

Importantly, we have also worked with several partners this year to deliver programs, including the long-running Joan Kirner Emerging Leaders Program with the Office for Women, and a groundbreaking series for leaders of the family violence / sexual assault services sectors, in collaboration with Safe+Equal and SASVic.

There are now almost 7,000 LV Alumni, including over 1,400 Williamson and Folio Fellows, contributing enormously to the Victorian community and still 'taking the call'. Looking forward, we are determined to enhance our Alumni focus – to mobilise all their talent and goodwill to contribute even more to the Victorian community, and of course, to support their own continuing development and connection.

Our new strategic plan for 2024-2026 aims to draw from the best of the past and merge it with exciting new ideas, to be ready for the challenges and opportunities coming over the horizon. Leadership in the modern context is not easy, and requires the curiosity, diverse thought and respect that are key features of all our programs. We will stay true to the unique aspirations and model of our flagship WCLP, while also continuing to innovate and partner in new areas.

The future is bright, and I look forward to working further with our whole LV community towards an inclusive, equitable and sustainable society.

KATHERINE ELLIS (WCLP '07)
CEO

OUR BOARD MEMBERS



CHRISTINE NIXON AO, APM (CHAIR)
Board Chair, Vice Chancellor's
Professorial Fellow Monash Uni,
Independent Director & Consultant



SANDRA CHUI (TREASURER)
CFO, Merricks Capital
Board Director, Glen Education



EMMA OLIVIER (WCLP '18)
Founder & CEO, Twenty Percent
Board Director, Wannan Water



JARROD MCLAUCHLAN (WCLP '15)
Senior Partner, Davidson



ZIONA WALKER-NTHENDA (ALDP '13)
Director, Victoria Legal Aid
Founder, Community
Builders Lab



GUY MENDELSON (WCLP '11)
Senior Executive, ANZ
Board Director, Theatre Works



CLARE AMIES (WCLP '11)
CEO, GenU



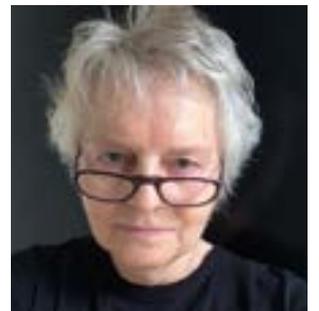
MARK LANGHORN (WCLP '18)
Superintendent, Victoria Police



NEVENA SPIROVSKA MAICD (LGBTQ+LP '20)
Director, Jobbank Aust
Board Director, Thorne
Harbour Health & Joy
Media



JED MACARTNEY OAM (WCLP '05)
Chair, LV Foundation
Board Director, Portland
District Health



CHRIS KOTUR AM (WCLP '94)
Leader in Residence

OUR PARTNERS

Leadership Victoria gratefully acknowledges the contribution of our partners. Their valuable support of our vision and purpose makes a true difference in developing leaders to build an inclusive, sustainable and equitable Victoria.

Scholarship Partners



**ATSI SCHOLARSHIP
ORGANISED BY THE
2018 WILLIAMSON FELLOWS**

Program Partners



OUR 2023 IN NUMBERS

480+
PARTICIPANTS

TOOK THE NEXT STEP IN THEIR
LEADERSHIP JOURNEY IN OUR
PROGRAMS

18

COHORTS

OVER 10 PROGRAMS DELIVERED
THROUGHOUT VICTORIA
INCLUDING 6 PARTNERSHIP
PROGRAMS

80+

ORGANISATIONS

REPRESENTED ACROSS PRIVATE,
PUBLIC AND NOT-FOR-PROFIT
SECTORS

6,900+

LEADERS

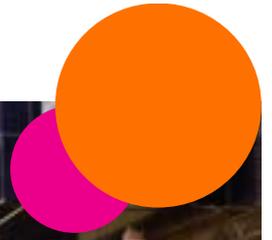
PURPOSE-DRIVEN IN THE LV
COMMUNITY,
ALL READY TO
'TAKE THE CALL'

160+

GUEST SPEAKERS,
MENTORS,
VOLUNTEERS AND
CONTRIBUTORS

21k+

CONNECTIONS
ACROSS LINKEDIN,
FACEBOOK AND
TWITTER (X)



WILLIAMSON COMMUNITY LEADERSHIP PROGRAM 2023

The Williamson Community Leadership Program is a unique, immersive, year-long program for highly experienced leaders. For over 30 years, the program has brought together a diverse group of leaders from all sectors - business, government, not-for-profit, academia and philanthropy.

Often described as life-changing, the program expands the way leaders see the world and changes the way they exercise leadership. It pushes them to experiment – continually challenging how and why they lead – while building a trusted, life-long network. Program graduates, or Williamson Fellows, join our Alumni community of 6,000+ leaders from across all sectors, locations, backgrounds and life experiences.





WCLP '23 OVERVIEW

STRUCTURE



The 2023 cohort explored the idea of leadership in a complex and everchanging society. Expert guest speakers from government, public and private sectors, coupled with immersive locations and engaging workshops, empowered participants to challenge their preconceived notions about how and why they lead, and the issues facing the Victorian community.

They critically explored and reflected on the themes of power, agency, belonging, prosperity and enchantment, delving into how meaningful impact can be achieved to support their organisations and communities to adapt and thrive in today's world.

“I hope to incorporate some of these reflections and sense making and insights about the way that I see the world, the way I understand how the world works, and the community work that I do. I hope to be able to effect greater change that way and more efficient change that way. All positive social change.”

- James Seow

We look forward to continuing to work with our Williamson Fellows to lead with purpose, amplify their leadership impact, and fulfil their commitments to leave a lasting impact in their organisations, communities and beyond. Thank you to all our 2023 Williamson Fellows for bringing your authentic selves, your truths and your leadership to every moment of the program.

LEADERSHIP DAYS

Leadership Days focus on practising and exploring leadership principles and competencies.

THEME DAYS

Theme days expose participants to new perspectives and experiences using themes at the heart of societal issues.

IMMERSIVES

These excursions offer a deeper exploration of themes already mentioned, as well as the leadership principles and competencies.

IMPACT

Collectives focus on applying leadership principles and competencies with current challenges in society.



FROM THE VALEDICTORIANS



They say it's an experience like no other – and they're not wrong. Like the nautili we learned about at the opening immersive, we have all grown a few extra chambers throughout our WCLP journey in 2023. Now proudly Williamson Fellows, we have no choice but to grow more and use our new chambers to continually seek ballast while we do. I am so excited to see what our 60-strong cohort will achieve over the next 30 years, leveraging our guts and grace (thanks Chris Kotur) along with the extraordinary bonds formed throughout the program.

Through our True Norths, we connected deeply in a safe space and were taught – or perhaps reminded – to take compassion, understanding, bravery and curiosity into our leadership, whatever the situation. As a cohort, we also have the beginnings of our own legacy to be proud of, including but absolutely not limited to:

- A sustained focus on work with our First Nations brothers and sisters despite macro headwinds, through LV and beyond.
- The introduction of the Inclusion Cup into the Williamson tradition, which will continue to encourage conversations about inclusion and universal access.
- The continuing Collective work to disrupt the cycle of domestic violence and work towards imbedding more equitable frameworks in community sport.
- The best karaoke night that the Duck Inn in Marysville will ever see.

The year has also helped us reinforce some foundational truths for our leadership journeys:

- That the things that can divide us are miniscule in comparison to the things that bring us together: belonging, respect, laughter, feeling valued, being heard.
- That we must acknowledge and check our privilege, however intersectional or varied it may be.
- That it can and must be possible to hold multiple things as true at the same time.
- That remembering these things is often the job of a leader – although not remembered by all leaders.

That all this was achieved over a year-long program with people juggling busy lives, and that it was done with such a sense of fun, lightness, generosity and depth, is a credit to our cohort of Williamson Fellows and the entire LV team. It is the reason we are so proud of our group, and humbled to be your valedictorians.

CHARLIE MCMULLIN

2023 Williamson Fellow
2023 WCLP Valedictorian
Design Lead, Cross Yarra
Partnership - Melbourne Metro
Tunnel Project

KEVIN KAPEKE

2023 Williamson Fellow
2023 WCLP Valedictorian
Lead, Social Connection and Mental
Wellbeing, VicHealth

YOUR VALUES AS YOUR COMPASS

“It’s about having a mindset that enables you to be collaborative, deeply listen to others and their perspectives, and continue to let your personal values be your compass”.



Amy Robinson, Executive Officer at the Greater Shepparton Lighthouse Project, has always led from within, equating her leadership style with Leadership Victoria’s mantra that ‘leadership is not a position, it’s an activity’. She hadn’t planned to achieve her formal leadership title, but when the opportunity arose Amy felt a responsibility to her community to lead and create positive change.

Amy describes her duty as a leader as steered by her values of equity, honesty and empowerment. Her commitment to equity has seen her use her platform as a leader to elevate voices in her community that aren’t always heard, and advocate for those who are not often at the centre of decision making.

With no prior formal leadership development experience, Amy undertook the Williamson Community Leadership Program to gain tools to better lead across factions. Amy says her first interaction with LV Leader in Residence, Chris Kotur AM, had a great impact on her understanding that powerful outcomes can still be achieved with those who don’t necessarily share the same perspectives and priorities as yourself.

Working within systems to create change, Amy quickly grasped that introducing change into developed systems can often challenge those who do not want to give up that power, garnering pushback.

Amy describes WCLP as supporting her to gain the tools and models she needed to achieve her leadership goals. Additionally, the opportunity to practice them in a safe space built her confidence, and ability to challenge others to create change in her organisation and community. Now, Amy says, her commitment to her work is driven by her values, and learning to get comfortable in the discomfort of growth.

Identifying a lack of opportunities for young leaders, particularly in regional areas, and aiming to bridge that gap, Amy has found her post-WCLP leadership purpose. One action she is currently taking to fulfill that purpose is by creating observership models that open the Greater Shepparton Lighthouse Project to young First Nation’s leaders and leaders of the CALD (Culturally and Linguistically Diverse) community. These young leaders are invited to observe the board of directors and gain the skills and confidence to be able to have a “formal seat the table” in various other areas of the Greater Shepparton community. Amy describes this initiative as “sharing our platforms and positional power to enable and lift up the next generation of leaders and unheard voices”.

AMY ROBINSON

2023 Williamson Fellow,
Executive Officer,
Greater Shepparton Lighthouse Project

WCLP '23 GUEST SPEAKERS

ANTHONY CAVANAGH (WCLP '15)

CEO, Ganbina

TIM DEAN

Senior Philosopher, The Ethics Centre

BERNADETTE MCDONALD (WCLP '07)

CEO, Royal Children's Hospital Melbourne

TED BAILLIEU

Former Premier, Parliament of Victoria

STAN KR PAN PSM (WCLP '09)

CEO, Solar Victoria

CHRISTINE NIXON AO, APM

Leadership Victoria Board Chair

ALEX SPLITT

Director, Australian Indigenous Governance Institute

EDWARD HUBBER

Design Lead, Bundyi Girri Consulting

TONY MATTHEWS (WCLP '10)

Principal, Insync

CHRISSIE MAUSS

CEO, Fremantle Chamber of Commerce

MEREDITH PRAIN (WCLP '22)

National Head of Research and Centre of Excellence, Able Australia

ANDREW THORP

Strategy Lead, Uniting Vic.Tas

MONA MOBAREK

LENG CHAIWATANATORN

SELBA-GONDOZA LUKA

Founder and CEO, Afri-Auscare

RHONDA GALLARD

SHERENE HASSAN

Director, Islamic Museum of Australia

REBECCA SCOTT OAM

Co-founder & CEO, STREAT Ltd

TREVOR GALLAGHER

Member, First Peoples Assembly

UNCLE PERRY WANDIN

COLLETTE BRENNAN

CEO, Abbotsford Convent

EMMA KING (WCLP '12)

CEO, VCOSS

TRICIA MALOWNEY (BLP SB '14)

Chief Accessibility Advocate, Department of Transport

ANNE HOOKER

Youth Development Officer, G4S Port Phillip Prison

MURIEL BAMBLETT

CEO, Victorian Aboriginal Child Care Agency

DANIEL AJAK

Founder and Director, Ajak & Associates

ED O'MALLEY

President and CEO, Kansas Health Foundation
Former President and CEO, Kansas Leadership Centre

WENDY ROBERTS (WCLP '22)

Regional Manager, Department of Education & Training

SHANE SALI

Mayor, Greater Shepparton City Council

GABRIELLA CALANDRO

Head of Engagement, Shepparton Art Museum

TAMMY LEE ATKINSON

Kaiela Arts

UNCLE GREG JAMES

Councillor, Greater Shepparton City Council

LEANNE MILLER

AUNTY MARLENE ATKINSON

AUNTY CHERYL BOURKE

UNCLE LANCES JAMES

UNCLE RUBEN BAKSH

CATHY PALMER

Owner, HOW NOW Dairy

ANDREW PLUNKETT

General Manager, Plunkett Orchards

LISA MCKENZIE

JOHN PETTIGREW

SAM ATUKORALA

Strategic Engagement Coordinator, Ethnic Council of Shepparton and Distric Inc

NEIL MORRIS

Performer

HUIB OTTOW

Owner/Operator, BirdNerd Enterprises

AUNTY GRETA

FAIRLY LEADERSHIP

ROSIE BATTY AO

Family Violence Campaigner, Australian of the Year 2015

PRU GELL

Climate and Living Systems Facilitator

PATTY KINNERSLY

CEO, Our Watch

PHIL CLEARY

Chair, Monash Castan Centre for Human Rights

MARY CROOKS

Executive Director, Victorian Women's Trust

ALEXANDRA O'CONNELL

SIMON O'CONNER

ANDELI ZUZIC

Disability and Climate Justice Advocate, Australian Youth Climate Coalition

MARIA DIMOPOULOS

Director & Principal Consultant, Myriad Kofkin Global

KATHERINE MCCALLUM

FARAH FAROUQUE

Director of Community Engagement, Tenants Victoria

SUE BARRETT

Founder and Managing Director, Barrett Consulting Group

KATHERINE ELLIS (WCLP '07)

CEO, Youth Affairs Council Victoria (YACVic)

MICHELLE GRATTAN

Chief Political Correspondent, The Conversation Media Group

RUEBEN BERG

Co-Chair, First Peoples' Assembly of Victoria

MAYOR DEBBIE ARNOTT

Mayor, Warrnambool City Council

VICKI JELLIE AM

Councillor, Warrnambool City Council

DR JOHN SHERWOOD

Honorary Associate Professor, Deakin University

SERENA WONG

Curator, Warrnambool Art Gallery

REGINA LANE

Writing Coach, Laneway Press

GARETH COLLITON

Producer & Co-founder, ONE DAY STUDIOS

CHRISTIE O'NEILL

Environmental Scientist, Replas

ARI KARAVIAS

CEO, Sycle

JOHN MCCLUSKEY

Head of Commercial, Repurpose It

YIN PARADIES

Chair in Race Relations and Indigenous Knowledges and Culture, Deakin University

EMMA DAWSON

Executive Director, Per Capita

JO MITCHELL

Co-Founder and Director, The Mind Room

AMANDA DONOHOE

ASH SKINNER

Wadawurrung Traditional Owner

SAM LANCASTER

Conservation Facilitator, Odonata Foundation

DR MAYA WARD

Artist, Designer and Researcher

MATT WICKING

Facilitator, Cloud Catcher

CHRIS KOTUR AM

Leadership Victoria Leader in Residence

FIONA PATTEN

Leader of the Reason Party

BRONTE SPITERI (WCLP '22)

Chief of Staff, Senator Patrick Dodson

ALMA RAHEEM (WCLP '22)

Requirement Manager. Beaumont People

PAYING IT FORWARD



“The Williamson Community Leadership Program continues to live in my work. I’m teaching the principles of it to emerging leaders in allied health, nursing and medical staff at the hospital”

Tom has also brought his new tools and perspectives back into his organisation, using the peer case consultation method with his team to diagnose and work through complex workplace challenges. Tom describes how WCLP “lives in my work, I’m teaching the principles of it to emerging leaders in allied health, nursing and medical staff at the hospital”.

Tom Connell, Chief Medical Officer at the Royal Children’s Hospital in Melbourne, describes his leadership impact to date as ‘sequential’, working his way up from leading smaller teams to large systems in the area of medical services.

As he continuously aims to improve the environment in his organisation, in order to motivate and bring the best out of his team, he notes that “what drives me is making a positive impact, whether that’s small or large...I constantly question with curiosity, “Why can’t we do things better and what is my role in effecting change that leads to improvement”.

Tom reflects that one thing that really stood out to him during his WCLP year was the diversity of voices in the room in a “beautiful alchemy of different opinion, fundamentally shifting how you engage with, and work through an issue, as it provides perspective of where people are coming from and why they hold the view they have”.

Being a process-driven person in his professional life as a doctor and medical administrator, Tom found resonance with the leadership principles and experimental nature of the WCLP journey. “the biggest change for me was to force myself not to rush through managing an issue, but rather sit with uncertainty, remain in diagnosis and manage my own emotions, prior to taking action after all voices have been heard”.

He also emphasises the impact of the Your Leadership Edge (O’Malley, 2015) book on how he chooses to lead now. He has even gone one step further by distributing it to his team members, and often revisits it to ask himself and others “how are you going to use these principles to move your team? What questions are you going to ask? How are you going to show vulnerability?”.

An important aspect of the WCLP journey for Tom was that it is “driven by the participants, you’re part of the story as it evolves. That’s very powerful for people to go on that journey, and you can see the evolution and progress in people as you go through it”. Now, he is committed to remaining an active alum, working with other Williamson fellows to continue collective work, and create impact through supporting and participating in WCLP-23 alum theme days on important topics that resonate. As Tom stresses, “it takes effort to remain active as an alum as we return to the daily grind of our workplaces.” However, with a clear understanding that the leadership journey continues and the opportunity we all have to make lasting and sustained change together, Tom knows this investment is very much worth the effort.

TOM CONNELL

2023 Williamson Fellow
Chief Medical Officer,
Royal Children’s Hospital Melbourne

LEADING WITH AUTHENTICITY

“The Williamson Community Leadership Program is not a program that you can just do and come out the other end as a cookie cutter leader”



Joe Murfet is a Jingili-Mudburra man who was born and raised on Larrakia Country in the Northern Territory and has been living and working on Wurundjeri Country since 2004. He is also a decade long public servant in the Victorian Government, and currently the Manager of First Peoples Partnerships and Engagement at the Department of Transport and Planning and was looking for a new experience when he decided to undertake the Williamson Community Leadership Program. For Joe, WCLP was not “not a program that you can just do it and come out the other end as a cookie cutter leader”, but a journey.

During his time in WCLP, what was clear to Joe was a “really strong sense of responsibility for putting First Peoples first, a sense of giving back to a community that has been so good to me, but also that real gratitude and remembering where you came from and who you are”. Joe explains that his drive to lead, and ultimately his leadership purpose, arise from his various layers of identity; he describes his leadership as a reflection of the different parts of community and family that he is involved in.

Prior to the program, Joe believed he knew what good leadership looked like, often modelling himself after leaders that he looked up to. He described this as a “habit of trying to emulate what I liked in that person and picking out those leadership traits”, believing that if it worked for them, it would also work for him.

However, during WCLP he quickly realised this was not the case, finding it “confirmed that my way, more often than not, is enough” without having to emulate or replicate anyone else. Reflecting on the program, Joe describes the importance of being immersed in the WCLP community “because you can see difference points of view, hear different stories, and not only the challenges but also you learn about what works well and you think differently about how to operate in your part of the world.”

WCLP has been a year of reflection, and as part of his leadership purpose, Joe is considering different ways to bring a First Peoples perspective and add value to different parts of the community outside of his government base.

As a Williamson Fellow, Joe will continue to advocate for Traditional Owner engagement and opportunities in all areas of WCLP, starting with continuing his Collective work on Reconciliation as well as being involved in the Aboriginal and Torres Strait Islander Scholarships Committee.

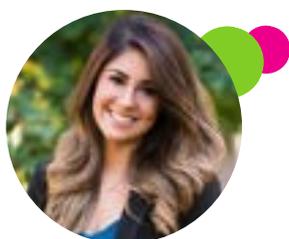
JOE MURFET

2023 Williamson Fellow
Manager - Aboriginal Partnerships and Engagement,
Victorian Govt Department of Transport
Alumni-funded ATSI Scholarship Recipient

SCHOLARSHIPS



Scholarships provide life-changing opportunities to emerging and established leaders from marginalised communities, who may not otherwise be able to access personal and professional development programs. We are very grateful to everyone who has made a tax-deductible donation to the LV Foundation to support full and partial scholarships for LV programs.



“As I embark on my journey, I hope to gain a deeper understanding of leadership, not just in theory but in practice, with a specific focus on empowering women from culturally and racially marginalised backgrounds. I aim to build on and hone the skills, knowledge, and networks necessary to become a more strong, empathetic, and vulnerable leader in a way that best serves those I have the privilege of leading. My goal is to harness this experience to drive positive change within my various communities.”

JOANNA ABRAHAM

**President, Victorian Women Lawyers
2023 CALD2Lead Scholarship Recipient**

2023 RECIPIENTS

AMANDA LAWRIE-JONES

Access and Inclusion Consultant, Accessible Action
Victorian Govt Office for Disability Scholarship

ANNA STEPHENSON

Director, Regional Australia Institute
LV Foundation Scholarship

CHRISTINE LEAHY

Founder/CEO, Music with Mates
LV Foundation Scholarship

FATIMA EVERITT

Founder/Creative Director, Dreamtime Art Creative
Consultancy
LV Foundation Scholarship

GEORGIE DWYER

Executive Director, Berry Street
ANZ Funded Scholarship

HISNEY NOWFAL

Water Segment Lead & Design Manager,
Middleton Group
LV Foundation Scholarship

JAMES SEOW

Community Engagement Facilitator,
City of Port Phillip
LV Foundation Scholarship

JO CURTIN

CEO, Community Broadcasting Foundation,
LV Foundation Scholarship

JOANNA ABRAHAM

President, Victorian Women Leaders
CALD2Lead Scholarship

JOE MURFET

Manager - Aboriginal Partnerships and Engagement,
Victorian Govt Department of Transport
LV Alumni-funded ATSI Scholarship

KIRAN KHAN

General Manager, Annecto
LV Foundation Scholarship

LEIGH SAUNDERS

Deputy CEO, Aborigines Advancement League
Eastern Health Foundation Scholarship

RACHNA MADAN-BOWMAN

Senior Practitioner, South East Community Links
LV Foundation Scholarship

SAMANTHA READ

Manager, Sexual Health Victoria
LV Foundation Scholarship

SARAH NAARDEN

Project Manager, Initiatives of Change Australia
LV Foundation Scholarship



“There are things that I'm going to do differently after the Williamson Leadership Program, I'm going to be more deliberate, more conscious in my actions, in my reflections, and also in my thinking. I also want to cultivate my presence, and that's probably saying less than I have, and being more judicious about how I show up.”

ANNA STEPHENSON

2023 LVF Scholarship Recipient
Manager, MCCC GP Training

SUPPORT THE LV FOUNDATION

Scholarships for LV programs benefit far more than individual leaders. As each scholarship recipient deeply considers and transforms their own leadership impact, their experiences enrich the program for all participants. Scholarships also position leaders from marginalised communities and circumstances in LV’s wider circles of influence, to positively impact their colleagues, organisations, stakeholders and communities.



LEAVING A LASTING LEGACY



“In representing dignified access and how we embed the inclusion of people with disability, LV has a new tradition that encourages us all to understand that accessibility is everyone’s responsibility”

“In representing dignified access and how we embed the inclusion of people with disability, LV has a new tradition that encourages us all to understand that accessibility is everyone’s responsibility. The Inclusion Cup comes with a message that separate is not equal, nor is it inclusive. People with disability often have a separate policy, a separate process and often a separate entrance. We need to come together through the same door and enjoy our hot beverage together. The Inclusion Cup is a call to action for Williamson and community leaders to lead courageously and make an act of inclusivity a daily ritual, just like our coffee.”

Amanda Lawrie-Jones, an access and inclusion expert, is committed to making change in society through creating accessible environments. By drawing from her own lived experience and learning from those who live with varying disabilities and their communities, Amanda has been able to gain insights that inform her purpose as a leader, ensuring that others do not face the barriers she has in the past.

Amanda says that she has found herself being both reactive and proactive when it comes to creating holistic change, and spaces whereby everyone feels included – particularly for those who live with disability.

Often, participants leave a lasting mark on the Williamson Community Leadership Program itself, informing future processes and activities through their leadership. Having been offered the Leadership Victoria socks as a speaker gift prior to joining the WCLP herself, Amanda felt that there was a need for an alternative gift as “receiving those socks as a double amputee felt very exclusionary”. This is when the Inclusion Cup was conceptualised.

Guest speakers and contributors now have a choice between the LV socks and the Inclusion Cup. Amanda also identified that the gift could represent so much more, using the crucial power of a personal story.

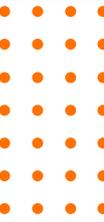
This description speaks to the issue that “for people with disability, sometimes we can’t even get in the building to participate”. Amanda describes how the 2023 WCLP cohort supported her to be authentic and tell her story as she was living it.

Now, Amanda encourages anyone who sees an opportunity for change to take it no matter where they are. “I did take the opportunity, told my personal story and that led to creating the Inclusion Cup, which I think is really important and I’m very proud of it”. At Leadership Victoria, we’re grateful for Amanda’s contribution to the program and her continuous advocacy for those who navigate the world with disability. We look forward to applying the same proactivity in all areas of LV programs.

AMANDA LAWRIE-JONES

2023 Williamson Fellow
Access and Inclusion Consultant,
Accessible Action
Office for Disability Scholarship Recipient

UPLIFTING UNHEARD VOICES



“When you lead with heart and kindness, you create other leaders that lead the same way”

Fatima Everitt, founder and creative director of Dreamtime Art Creative Consultancy, describes herself as an accidental leader - someone who didn't necessarily identify as a leader initially but has had the opportunity to do so in their life and community. Fatima describes her leadership journey as being “accidental but on purpose”, attributing her drive in her current work to leadership she saw from her parents. She notes that this is “most specifically from my mum, who has actually pushed me in directions that I didn't even know I was being pushed into, but through that journey, I really committed to my own community as a Filipina”.

Navigating the world as a Filipina business owner alongside her husband Matthew Everitt, a proud Taungurung man of the Kulin Nation and 2021 Williamson Fellow, Fatima and Matthew have drawn on their personal experiences of systemic racism to create strategies and approaches that promote reconciliation through the beauty of art.

Fatima stresses the part that leadership plays, not just in her business, but also in her family life, and instills the same values she received from her parents in her own children, who identify as both Filipino and Aboriginal. These values include understanding “when to lead, but when to be led as well” and “when you lead with heart and kindness, you create other leaders that lead the same way”.

By approaching challenges with a human-first outlook, Fatima has been able to better understand how critical it is to put people first when trying to create impact in systems. “That's why I am in the business that I am, that's why I'm in the First Nations space, that's why I'm always advocating for women.”

Fatima recalled the first session of the WCLP year, when participants were asked to describe their style of leadership, and she wrote “stealth”. She equated this to “leading from behind”, constantly lifting up other people and mobilising them towards a goal through support and guidance, as opposed to a rigid decision-making position.

She saw this throughout the WCLP, uplifting voices to tell their own stories, be authentic and not forget to form connections that are deeper than the professional level in this leadership journey.

Now, Fatima is working together with fellow WCLP participant Amanda Lawrie-Jones to have Dreamtime Art Creative Consultancy create a design for the Inclusion Cup which engages First Nations businesses, and also gives space for accessibility and disability to be represented.

FATIMA EVERITT

2023 Williamson Fellow
Founder and Creative Director,
Dreamtime Art Creative Consultancy
LV Foundation Scholarship Recipient

OTHER LV PROGRAMS

We believe that leadership is an activity, not a position, meaning that anyone can exercise leadership anywhere at any time. Our range of programs are designed to suit leaders at different stages in their personal and professional lives, bringing together a diverse mix of participants from different sectors, identities and life experiences. In 2023, hundreds of emerging and established leaders from all walks of life took the next step in their leadership journeys with LV.



IGNITING LEADERSHIP

Igniting Leadership is a 5-day program for emerging leaders, and more established leaders who are new to formal leadership development. Over five days, the program builds capabilities and establishes a solid foundation for participants' leadership journey, exploring their strengths and values as a leader.

This year, participants explored their approach to leadership through identifying their barriers to change, learning to manage self, and gaining the tools and knowledge to influence others and effect change.

KATHERINE ELLIS (WCLP '07)

CEO, Leadership Victoria

LYNDON GALEA (WCLP '19)

Founder, Eat Up Australia

LENA CIRILLO (WCLP '07)

Executive Officer, Art Education Australia

PAM ANDERS

Senior Executive Director, Victorian Department of Health

THEMES



GUEST SPEAKERS

SARAH SHERIDAN (WCLP '21)

Co-Founder & Deputy CEO, Clothing The Gaps

MOLINA ASHTANA

Council Member, Law Institute of Victoria

RACHEL ALTMANN (WCLP '21)

Senior Executive Director, Victorian Department of Health

"I was able to gain resources and knowledge using different learning tools that I'm now able to reflect and refer back to them even after the program. It's knowledge that I can use anywhere where I go because the resources are there. Now I'm an alum, I can always refer back to Leadership Victoria and the connections I have with the people I attended the program with are still alive with me."

ROBERT ADUER

2023 Igniting Leadership Graduate
Community Liaison, Department of Education & Training

WOMEN'S LEADERSHIP PROGRAM

The Women's Leadership Program is a 3-day residential retreat for mid-senior women leaders who wish to explore approaches for leading with purpose through complex challenges, and build confidence and strategies to influence change.

Participants also consider gender-based workplace issues, as well as identifying strengths in themselves and others, and leading across internal and external stakeholders. The program provides an opportunity for busy leaders to pause and experiment, be curious, rejuvenate and develop a diverse and supportive peer network of women leaders.

CHRIS KOTUR AM (WCLP '94)
Leadership Victoria Leader in Residence

AMAL EL-KHOURY (NL HWLP '22)
Executive Manager, Arabic Welfare

JACQUI WATT
Former Chief Executive Officer, No to Violence

CLARE AMIES (WCLP '11)
Chief Executive Officer, GenU

THEMES



GUEST SPEAKERS

CHRISTINE NIXON AO, APM
Leadership Victoria Board Chair

PATRICK DUFFY
Applied Improvisation Facilitator and Trainer,
Clever Fool

KIM KREJUS
Artistic Director, 16th Street Actors

EMMA GRAY (OFW JK '21)
Training and Compliance Manager,
Laing O'Rourke

FRANCES MARTIN (WCLP '20)
Director, Our Place

TIA PIRIHI (WLP '23)
Senior Policy and Projects Advisor,
Victoria Police

KATE RAMSAY
Leadership and Vision Coach and Author,
AnD Leadership Consulting



"What resonated a lot with me is that statement that leadership is not a position, it is an activity. After I finished the program, I felt I had that responsibility and the knowledge from the course to be able to empower [my team] to be leaders themselves, and watch them grow into what they want to be in their career pathways."

MARIA DE LEON-SANTIAGO
2023 Women's Leadership Program Graduate
Manager - SPHERE NHMRC Centre of Research
Excellence, Monash University



LEADER EVOLUTION

LeaderEvolution, our 3-day intensive leadership program, is suited to mid-to-senior level leaders who are managing change or complexity or facing difficult problems, where technical solutions are not working or are only part of the answer. It is especially valuable for 'modern' leadership structures where leaders have to influence without, or with limited, authority across dispersed project teams or diverse stakeholders.



THEMES



“I had adaptive problems to solve, which were more around how do I influence the strategic direction of the organisation. Rather than being stuck with the problem of how do I deliver on this project, I had to think about what skills and tools I had to be able to convince people, or challenge thinking, or influence prioritisation or their beliefs and values around the work that we were trying to deliver.”

GUEST SPEAKER

SEAN JAMESON (WCLP '10)

Director of People and Culture, Melbourne Theatre Company

LIDIA STOJANOVSKI

2023 Leader Evolution Graduate
Senior Manager, Transport Accident Commission (TAC)





PARTNERSHIP PROGRAMS

LEAD + ADAPT



SAFE+EQUAL

LV partnered with Safe+Equal and Sexual Assault Services Victoria to develop the Lead + Adapt program, an immersive professional development program for executive and senior leaders working to end or respond to family, gender-based and sexual violence.

Participants connect with their purpose as a leader and explore the strengths, demands and opportunities unique to them and their position. They strengthen their support networks, build relationships with other leaders, and work together to understand their common challenges, individual skillsets, and the power of adaptive leadership.



GUEST SPEAKERS

HANA ASSAFIRI OAM

Founder, Moroccan Soup Bar

TINA BRUNET (WCLP '20)

Product Manager, Monash University

KERAN HOWE

Executive Director, Women with Disabilities Victoria

KATE GILMORE

Former UN Deputy High Commissioner for Human Rights

CHRISTINE NIXON AO APM

Leadership Victoria Board Chair

KATHRYN FORDYCE

CEO, Laurel House

HALA ABDELNOUR

Senior Executive Director, Victorian Department of Health



JOAN KIRNER EMERGING LEADERS PROGRAM



The Joan Kirner Emerging Leaders Program honours the legacy of the late Joan Kirner AC, who, as Victoria's first woman Premier, blazed a trail for women in public life and public office. Delivered in partnership with the Victorian Government Office for Women, the Joan Kirner program aims to empower and support young women to identify and explore the leadership challenges they face, and develop practical skills and strategies to advance their leadership and careers. The program includes mentorships with distinguished women leaders.

GUEST SPEAKERS

HON, NATALIE HUTCHINS MP

Minister for Women, Victorian Government

LIBERTY SANGER

Principal Lawyer, Maurice Blackburn

ABBEY DALTON (OFW JK '22)

Co-founder and Chair, Disabled Australian Lawyers Association

KRITHIKA HANSEN (WCLP '19)

Executive General Manager, Telstra

MAXINE MORAND

Chair, Peter MacCallum Cancer Research Centre

LAUREEN GRIMES

Project Manager, Carrard Solutions

KIM KREJUS

Artistic Director, 16th Street Actors

TINA BRUNET (WCLP '20)

Product Manager, Monash University

MOLINA ASTHANA GAICD

Council Member, Law Institute of Victoria

SINEAD REDMOND (OFW JK '22)

Head of Infrastructure Delivery, GeelongPort

KATE KENNEDY AM

Non Executive Director, iPRO Software

FATIMA EVERITT (WCLP '23)

Founder and Creative Director, Dreamtime Art Creative Consultancy

ROCHNA BANERJEE

COO, International Women's Development Agency

NGARRA MURRAY

Co-Chair, First Peoples' Assembly of Victoria

FAYE SHEE-DURNION

Multicultural Youth Director, CALD2Lead



"I had the privilege of witnessing the graduation and celebration of my mentee and other incredible strong women from the Joan Kirner Emerging Leaders Program. It was an honor to be a Mentor in this program, and witnessing the growth and development of these aspiring leaders has been truly inspiring.

To all the future leaders out there, I encourage you to explore opportunities like the Joan Kirner Emerging Leaders Program. It is through programs like these that we can truly foster and cultivate a diverse and inclusive leadership landscape.

Finally, I would like to extend my heartfelt congratulations to the graduating mentees of the Joan Kirner Emerging Leaders Program. Your hard work, determination, and commitment have paid off, and I can't wait to see the amazing impact you will continue to make in your careers and communities. The future is bright with leaders like you!"

SAHAR GHOLIZADEH

2023 Joan Kirner Emerging Leaders Mentor
Clinical Coordinator, Monash Health

OVERCOMING IMPOSTER SYNDROME



Meet Linda Liwewe, Valedictorian of the 2023 third series of the Joan Kirner Emerging Leaders Program. Named in honour of Victoria's first woman Premier, Joan Kirner AC, the program aims to give women in leadership the tools, strategies and support to develop and advance their careers.

Linda is an emerging leader who has spent the last several years in the Victorian public sector, specifically in the criminal justice space as a Senior Project Manager with Victoria Police. Her interest in systemic thinking has seen her contribute to a more inclusive community. This has shown through her work in managing public sector digital and reform projects aimed at enhancing the lives of Victorians, in particular women, and CALD and LGBTIQ communities.

As an Alum of LV's Leader Evolution program, Linda was once again drawn to Leadership Victoria, this time through the Joan Kirner program. She worked on tackling a challenge that she was facing in her organisation, as well as the barriers that many minority women face in accessing leaders representative of the communities they belong to. Her pressing question when entering the program was "How can I improve my leadership capabilities?", a question that many leaders ask themselves throughout their leadership journey.

In 2019, Linda wrote an article titled "Miss Not Good Enough", detailing a struggle with imposter syndrome and developing the authority to speak on her own work. Ultimately, she concluded that her feelings of inadequacy in a room of formidable leaders was "brought on entirely by my own decision to measure

"When we don't lead with values, we're not really leaders; we're just performing a role"

myself against a group of individuals whose journeys had nothing to do with my own". Today, she describes her leadership challenge as something similar, leading with confidence and trusting that the decisions she is making are the most beneficial for her team and organisation.

Linda explained that the emphasis on psychological safety during the Joan Kirner program allowed for an environment where participants were able to freely express themselves, ask daring questions and push themselves to be creative in their thinking. After a long time of holding the perception that there was a static definition of leadership, Linda says that "I've come to realise that I have to decide for myself what it means to be a leader...I thought I had to mould myself into this shape that was already predetermined, which is not fashioned into the shape of a black woman for example". She found freedom in letting this notion go, discovering that she was able to start from a place of truth about who she is and what her values are. Linda stated that only then was she able to become a more effective leader.

When reflecting on her greatest takeaway from the Joan Kirner program a few months later, she described the ability to lead with clarity. The most impactful outcome for how she chooses to lead today was overcoming imposter syndrome and having certainty in her skills and capabilities as a woman in leadership. Linda encourages other emerging leaders in all sectors to understand their values as a leader, and to focus on not compromising these. She also emphasises building the confidence to step outside the idea of the perfect leader and trusting one's own expertise.

LINDA LIWEWE

2023 Series 3 Joan Kirner Emerging Leaders Program
Valedictorian
Senior Project Manager, Victoria Police

FOSTERING ENDURING ALUMNI NETWORKS

On Thursday, October 26 2023, LV and the LV Foundation had the joy of bringing together 300 Alumni, mentors and special guests from across all LV programs at the Reignite Alumni Gala. For over 30 years, LV has helped facilitate powerful networks that endure long beyond our programs. This is demonstrated by our large and diverse Alumni network that actively works to amplify their leadership impact in their organisations, sectors and communities. They each embody the mantra that leadership is not a position, it's an activity.

The Gala night was filled with reignited connections, memorable stories, engaging conversations and heartfelt laughs from all Alumni (some of whom hadn't seen fellow members of their cohort for three decades!).

We also took an opportunity, with so many highly regarded leaders in the room, to raise leadership issues that need attention now. Our panel of Williamson Community Leadership Program scholarship recipients Jacqueline Watkins (WCLP '21), Lara Freidin (WCLP '22) and Mamadou Diamanka (WCLP '15), highlighted pressing leadership issues that face the Victorian community.



They covered the need for collective commitment to Reconciliation, gender inequality and combatting violence against women, and creating access to opportunities for immigrants, refugees and vulnerable young people, particularly those of African descent. Thank you, Jacqui, Lara and Mamadou for providing your valuable insights and calling for action.

A further thank you to our MC for the evening, Luke Hockley (WCLP '07) and keynote speaker Deputy Lord Mayor Nicholas Reece (WCLP '09) for sharing your remarks about your own leadership journeys and experiences.

Finally, this would not have been possible without the dedicated Alumni working group who worked tirelessly to bring this vision to life, Jarrod McLauchlan (WCLP '15), Christine Barca (WCLP '10), Jim Liaskos (WCLP '91) and Laney Quinn (NL HWLP '22).

ALUMNI GALA SPONSORS

Thank you to the sponsors of the Reignite Alumni Gala, Davidson, Procal Dairies, NORTH Link, Midnightsky and C&D Design. It was a pleasure seeing our Alumni reconnect and we look forward to next time!



PRESENTING THE 2023 WILLIAMSON FELLOWS



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Safety and Efficiency,
Energy Safe Victoria



ALLISON HOWELL
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University of Melbourne



AMANDA HANDLEY
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AMY ROBINSON
Executive Officer,
Greater Shepparton Lighthouse
Project



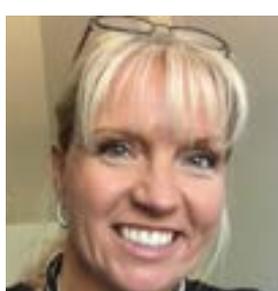
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Manager - Rural Program,
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Officer,
Music with Mates



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FATIMA EVERITT
 Founder/Creative Director,
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GEORGIE BIRCH
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GEORGIE DWYER
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GILLIAN DENNISON
 Head of Legal,
 Future Fund Management



GREG CHRISTISON
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JOE YOUSSEF
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 Department of Justice and
 Community Safety



JULIA OXLEY
 General Manager - Community,
 Monash Health Community



KELLY-ANN MCKINNIS
 Head of Legal,
 ANZ



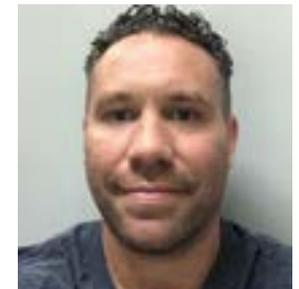
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LEIGH SAUNDERS
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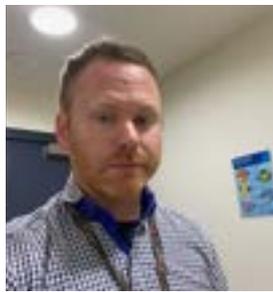
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Facilitator and Designer



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NELL WILSON
Facilitator and Designer



DANA EISENSTEIN
Facilitator

LEADER IN RESIDENCE



CHRIS KOTUR AM (WCLP '94)

Special thanks to Chris Kotur (WCLP '94) who has been actively contributing to LV since 2010 as our Leader in Residence. Chris's distinguished career has included senior executive and CEO roles, serving as a university Pro Vice Chancellor and as a council and board member, director and trustee. She was recently appointed as a Member of the Order of Australia in recognition of her contribution and service to education and the Victorian community.

Chris is a trusted adviser to Leadership Victoria in multiple ways, offering insights and expertise to program participants as they dive deeper into their leadership journeys and motivations behind being a leader. She also provides advice to the executive and the board, and her skills as a strategist have been particularly valuable during challenging times.

ACKNOWLEDGEMENTS

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Head of Media and Communications, Cancer Council Victoria

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DAVID MIDDLEMAST

SALLY HINES

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