

LEADERSHIP VICTORIA YEARBOOK

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Welcome

Leadership Victoria (LV) has been delivering unique programs for 35 years, including our flagship Williamson Community Leadership Program, creating a diverse network of over 7000+ Alumni. We support leaders to take the next step in their leadership journey and mobilise them to create meaningful impact in their organisations, communities and beyond.

Leadership Victoria also partners with business, government and community organisations to co-design and deliver tailored programs for leaders at all levels, supporting organisational and systemic transformation.



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



Leadership Victoria is one of the most significant leadership organisations in Australia. The range of programs has expanded over time, and the essence of all the programs is to challenge, support and develop leaders for the Victorian community. In a time with so much uncertainty, our leaders are encouraged to adapt to a changing world, while holding on to strong values and supporting each other.



2024 has been a year of development, reflection and sustainability. Leadership Victoria, like so many other community organisations, has tight budgets and wonderful ambitions. We have managed to expand our suite of programs, use our resources well and better connect to our wonderful Alumni.

Our LV Team, well led by CEO Katherine Ellis, has achieved all that has been asked of them and more - thank you. I also wish to thank the Leadership Victoria Board for their commitment and wise guidance.

Christine Nixon AO, APM
Chair of the Board

From the CEO



The world currently faces dire challenges on multiple fronts – economic, social, geo-political, environmental – so the need for skilled, thoughtful, purpose-driven leadership is more crucial than ever. Leadership Victoria is proud to be playing our part in building the capability and connections of Victoria’s business, government and community leaders, so they can expand and deepen their impact in the communities where they work, live and volunteer.

2024 has been a significant year for Leadership Victoria – the first year of our 2024-26 Strategic Plan. It has not been easy as we dealt with the challenges of an economic downturn and government budget cuts. But LV has continued to be ‘small but mighty’, successfully delivering high quality programs with great outcomes, and nurturing and building a leadership community that has real impact.

Katherine Ellis (WCLP '07)
CEO

The outstanding leaders from our Williamson Community Leadership Program 2024 cohort are already acting to support their communities – some of their stories are highlighted in this yearbook. Many graduates of our short courses and partner programs are also taking what they have learnt into their organisations and lives. We have been so pleased to partner with organisations such as Safe+Equal, NORTH Link and Melbourne University SAFES as they sought to build connections and capability amongst their leader networks.

We have (re)connected with many of our Williamson and Folio Fellows and other Alumni, engaging them as program speakers and providing them with opportunities to learn, connect and contribute to community. Another important aspect of our Alumni is our First Nations Williamson Fellows Group, who have engaged with LV on important matters such as our RAP, support for incoming First Nations Williamson participants, and a valuable submission about First Nations leadership to the Yoorrook Justice Commission.

I truly thank the LV community that makes work possible – our dedicated and enthusiastic Staff and Board, our talented and committed Associates, our exceptional and passionate Alumni, our supportive and generous Partners, and our wonderful Volunteers. Huge thanks also to the donors who provide scholarships so that leaders from marginalised communities can benefit from our programs, and bring their lived experience to the work.

Leadership in the modern context requires the curiosity, diverse thought and respect that are key features of all our programs. I look forward to working further with our whole LV community to equip and inspire more leaders in 2025 to contribute towards an inclusive, equitable and sustainable society.

Our Board Members



**CHRISTINE NIXON AO,
APM
(CHAIR)**

Vice Chancellor's Professorial
Fellow Monash Uni,
Independent Director &
Consultant



SANDRA CHUI

CFO, Merricks Capital
Board Director, Glen Education



**EMMA OLIVIER
(WCLP '18)**

Founder & CEO, Twenty
Percent
Board Director, Wannon Water



**JARROD MCLAUCHLAN
(WCLP '15)**

Senior Partner, Davidson



**ZIONE 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, Jobscan Aust
Board Director, Thorne Harbour
Health & Joy Media



**JED MACARTNEY OAM
(WCLP '05)**

Chair, LV Foundation
Board Director, Portland District
Health



**RIKKI ANDREWS
(WCLP '15)**

LV Foundation Board Member
Manager, Public Benefit, auDA



**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, equitable and sustainable Victoria.

Scholarship Partners



ATSI SCHOLARSHIP ORGANISED BY THE
2018 WILLIAMSON FELLOWS

Program Partners



Other Partners



2024 in Numbers

475+

PARTICIPANTS

TOOK THE NEXT STEP IN
THEIR LEADERSHIP
JOURNEY IN OUR
PROGRAMS

19

COHORTS

OVER 9 PROGRAMS,
INCLUDING 5 PARTNER
PROGRAMS

150+

ORGANISATIONS

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

7300+

LEADERS

IN LV'S ALUMNI NETWORK,
CONTRIBUTING TO
STRONGER COMMUNITIES

160+

GUEST SPEAKERS,
MENTORS,
VOLUNTEERS AND
CONTRIBUTORS

25k+

CONNECTIONS

ACROSS LINKEDIN,
FACEBOOK AND
X (TWITTER)

Williamson Community Leadership Program 2024

The Williamson Community Leadership Program (WCLP) is a unique, immersive, year-long program for experienced leaders.

For over 30 years, the program has brought together a diverse group of leaders from all sectors - business, government, not-for-profit - as well as backgrounds, experiences and identities.

Often described as life-changing, the program expands the way leaders see the world and shifts the way they exercise leadership. It also pushes them to experiment – continually challenging how and why they lead – while building a trusted, life-long network.

Program graduates join our community of 1400+ Williamson Fellows who hold significant leadership roles across Victoria and beyond, all committed and ready to ‘take the call’.

”

Williamson enhanced my self belief and has transformed my leadership. I have gained valuable insights from diverse experiences shared by peers, deepened my self awareness and strengthened my values and sense of purpose. The experience and learnings have enhanced my confidence and ability to navigate complex challenges.

JAS STANIC

Senior Project Officer,
Community Services,
City of Melbourne





From the Valedictorians



What if I wasn't selected for Williamson?

My heart breaks and I feel heavy just thinking about what I would've missed out on. Like a door to a new world left closed. The people, the challenges, the insights – the transformation.

We all get the same number of days in a year - it's what we do with them that matters, and my Williamson year mattered. It changed me and will go on 'mattering' for a long time yet.

At the start I remember how wobbly I felt, overwhelmed by the who's who in the room, and, like a newly planted tree, I felt small, unsure if I'd stand tall or be swept over. Will I step in or step back? Will I simply attend Williamson, or will I truly immerse myself in the learning?

I can remember the noise of the room, the hum of voices, the chatter, the laughs, the energy rising and falling through conversations, topics, and, of course, questions. Artful questions, questions to evoke change, to engage, questions to challenge and to serve in our leadership. At the same time, I remember the quiet times where new truths emerged, realisations and depths of understanding that were so personal and precious that at first were almost too fragile to hold. And, in dwelling on those new truths, finding a sense of self that was unique, alive and worthy. Strong like a towering gum tree with deep roots and able to hold many and much. Yes, now worthy, capable, and ready to lead.

It was an honour to bear witness to each other's deep stories of challenge, pain, growth and love. Seeing the truths emerge, and the kindled fire of purpose and determination in each heart, longing for a better world. Even if it's just one step better. That's what unites us, regardless of our past, or our present, we each hold our own truths and our own true north to guide us. Although we all have different paths forward, diverging and weaving, we are also all together with a shared pursuit of something greater.

We learnt from leaders who challenged us to think deeper, be bolder and embrace the discomfort of real change. We learnt to listen to ourselves, to each other and to our communities. Holding both the heaviness and hurt of our settler history as well as a hope in reconciliation and a 'Hundred Year Plan' of Country regeneration. Hearing about the economic potential of a region alongside its persistent poverty, becoming appalled by our individual privilege, as well as realising its power. We can now move across perspectives, holding alternate views lightly, able to see the systems within the systems, allowing us with kindness and compassion to engage with others towards meaningful change. This left us on the edge point of making courageous individual decisions to define our leadership intent.

If I had not been selected for Williamson all this would still be a mystery to me, and now from this new place, it makes me wonder - what other mysteries are out there to discover?

Thank you, Leadership Victoria. Thank you, cohort 2024! It was a year that can never be repeated but will always be treasured.

NASTEHA MOHAMUD

Neighbourhood Partner, City of Melbourne

ROBYN CANNING

Senior Manager, Transport Accident Commission

WCLP Overview

The Williamson Community Leadership Program runs over 10 months, and comprises 23 program days (including four residential immersives), special events, field trips and sessions with seasoned leaders, cutting edge tools and frameworks, and peer based group activity. It is designed and facilitated by Leadership Victoria's highly-qualified faculty with deep expertise in creating powerful adult learning experiences.



Adaptive Leadership

Participants examine their beliefs, values and assumptions about leadership, and identify areas for development, working towards being more impactful leaders. They also learn from the crucible leadership experiences of guest speakers and program peers.



Networks & Connection

Participants have the opportunity to build deep and strategic connections with peers, forging valuable and enduring personal and professional networks across all sectors.



Values, Ethics & Beliefs

In reflecting on their experiences, participants come to understand the choices they make, the influences on their own and others' attitudes and behaviours, and frameworks for thinking strategically and systemically.



Williamson is such a unique, compelling program that places you in the centre of a Venn diagram, highlighting your potential influence in the community, workplace and society.

MARK DAVIS

Head of Digital, Today





Empowering. That is how I would describe my Williamson experience. Finding my purpose and reaffirming my values and their importance in how I lead and connect with others, are gifts for life - as are my new friendships, my excitement and the possibilities.

JENNY PAVLOU

Executive Advisor to
Assistant Commissioner Road
Policing Command, Victoria
Police



Collaboration

Participants collaborate with other leaders with diverse views, experiences and insights, to identify and make progress on complex, tough social and community issues.



Community

Participants explore the social, economic and environmental issues facing the Victorian community. How are these challenges being addressed? Where are the gaps? What can be learnt about leadership from others' experiences, successes and challenges? How can these leadership insights be applied in organisations and communities?



The Williamson program has been a quantum leap for me in developing who I am as a leader now and into the future. It was a privilege, 2024 crew!

LAURA MISSINGHAM

Manager, Office of the Secretary,
Department of Justice &
Community Safety



Embracing Connections for Collective Impact



Mark Davis, Head of Digital at social innovation agency Today, has long been at the intersection of business, government, and community-driven change. With over two decades in digital, he describes his leadership journey as beginning out of necessity, evolving from being centered around field expertise and seniority, to a focus on supporting and nurturing others.

“Leadership as a concept is very fluid and changing for me, and it has been over the years,” he reflects. “It used to be about deep practice expertise; knowing my field really well was the way I marked my effectiveness.” Yet, the Williamson Community Leadership Program (WCLP) challenged him to rethink leadership. “Leadership has shifted for me to be much more about supporting those who I am responsible for, both at home as a father and at work. It’s about nudging the world along to be a slightly better place, even if it is by smaller margins.”

For Mark, the WCLP stood out as a special opportunity to gain fresh perspectives and expand his world view, perfect for his stage of life and career. Drawn by its unique structure and Leadership Victoria’s reputation, he opted to undertake the WCLP experience in lieu of other options such as an MBA or GAICD course.

“In all my years of reading, training and courses, I’ve never seen anything like it in its approach, its structure, its format,” he states.

“I knew it was going to be good. I didn’t realise it was going to be so good”.

Throughout his WCLP journey, Mark discovered the power of collaborating with people he would not otherwise engage with, through the diversity of the program cohort. He emphasises the value of bringing together people from business, government and not-for-profits to make progress on important issues, stating “very rarely do you get to spend essentially a year with people in a non-traditional commercial relationship... there is an optimistic and exciting possibility in these moments that brings our learning focus, skills and networks together. It literally made me feel like anything is possible”.

Now, Mark is committed to continuing the work sparked by the program’s collective projects, reaching out to the wider LV network to leverage the Williamson Fellows’ commitment to ‘take the call’ when others ask for help. “It’s a wonderful thing to pick up a phone and know that the call will not just be answered but leaned into,” he says. “That’s a pretty compelling community, not driven by commercial outcomes. That’s a unique and special thing”. Continuing the momentum, Mark is now advocating for Today to nominate someone for WCLP every year.

For Mark, his Williamson year was a reminder that leadership thrives on connection, momentum, and the courage to embrace diverse perspectives. “It’s extremely unique, deeply impactful, and helps you open more opportunities than are traditionally available in your normal walk of life.”

Mark Davis

Head of Digital, Today

Bridging Corporate and Community



Divya Pasupuleti, an Executive Manager at NBN, initially saw herself as a results-orientated leader. "I took great pride in delivering results...I looked at leadership as delivering a solution." Now she recognises that she also has a desire to make an impact, and that leadership is the key tool that drives change.

"I want to be the leader that I would love to see around me."

Undertaking the Williamson Community Leadership Program (WCLP) prompted Divya to expand her perspective on leadership, an experience she now describes as "the best decision of my life".

She reflects that Williamson "stretched my thinking" and challenged her to integrate the two aspects of her identity: "Corporate Divya", focused on productivity, performance and business results and "Advocate Divya", driven by a strong sense of purpose towards social and community issues, particularly building diversity and inclusion in the community around her.

Her Williamson year, in particular the regional immersives, "took me to places I wouldn't have gone to, and gave me the time to sit with people and truly immerse myself in the community".

During one regional immersive in Shepparton, Divya witnessed a stark contrast between the corporate leadership she had been exercising and the community leadership demonstrated within the regional city. In addition to her usual world where efficiency and productivity are the drivers for decision-making, she gained an understanding of the power of community collaboration and collective problem solving.

Additionally, a visit to the Budj Bim World Heritage site during the Great South Coast regional immersive reshaped her understanding of the intergenerational impact of leadership. She reflects that seeing people invest in something from which they might never personally benefit was confronting. Instead of taking on a business mindset of "what is the value proposition here?", she realised that leadership is often about planting seeds and "knowing that it will come to fruition in the future is enough".

Now, Divya is clear on her path forward. She reflects that she is not just a better leader but also a more well-rounded person, with a wealth of knowledge to draw from amongst her Williamson 2024 peers. She is working towards better integrating her two paths, actively seeking out opportunities to contribute meaningfully in her corporate role with a community lens. "I've always wanted to do something to increase diverse representation in leadership. But I used to believe it had to be massive. Now, I'm okay with starting small," Divya says.

For Divya, Williamson wasn't just a leadership program; it was a transformation. As she steps forward, she does so with a renewed sense of clarity and purpose.

Divya Pasupuleti

Executive Manager, Business Operations & Performance, NBN

Leadership as an Activity



Bryan Ross, Director of Operations at Western Health, has always embraced the idea of leadership as an action, rather than a title. From being an apprentice chef to commanding soldiers in East Timor to now leading a team of 1,270 in critical support services, Bryan's path has been defined by seizing opportunities and challenging the status quo.

Bryan's leadership philosophy is simple, "if you have a problem with something, you should do something about it. Change can only happen when people step up." This mindset has driven him in every role, whether leading a kitchen, managing contracts, or serving in the Australian Army Reserve. "In the army, I learned that trust is everything," Bryan explains. "If you're asking people to do something difficult, they need to trust you. They might complain, but they won't doubt your leadership if they know you've got their back."

Drawn by the desire to be challenged on a personal level, Bryan undertook the Williamson Community Leadership Program (WCLP). "The notion that you will be challenged and have a mirror held up to you and on occasion you might not like what you see, really appealed to me," he reflects. Although he had a clear view on his leadership style, strongly influenced by his time in the army, Bryan acknowledges that WCLP helped him refine and expand his approach.

"I've got a far better idea now of what I'm capable of. I am a vastly different person to what I was a year ago."

Bryan also highlights the importance of "being in a room with a large number of really smart, capable people with different opinions, with different backgrounds", acknowledging that often "you can learn more about yourself through other people". Through exposure to leaders outside his typical professional network, Bryan was able to gain a new and profound understanding of the challenges that other leaders face, especially those from marginalised backgrounds or communities. This realisation now informs the way he sees the world, understanding that he has the authority to create a more equitable environment around him and influence a culture of fairness. "I now monitor what's happening and intervene to ensure inclusivity. It's about making people feel valued and supported," he says, emphasising that he is already taking action within his team and the wider organisation.

Looking ahead, Bryan is focused on leveraging his leadership to create meaningful change. For Bryan, WCLP "unlocked an awareness" of his authority and influence beyond what he initially thought was possible. "I've always been good at connecting with people," he says, "but Williamson helped me realise the power I have to influence outcomes. I'm now more deliberate in using that authority to do what's right".

He is also committed to continuing and advancing the networks built through the program, already offering ways for his cohort to remain connected despite the busy nature of everyone's day to day lives. "The relationships built here endure. They're about shared purpose, not just networking."

Bryan Ross

Director of Operations, Health Support Services, Western Health



Scholarships

Scholarships provide life-changing opportunities to leaders from marginalised communities, who may not otherwise be able to access high-quality personal and professional development programs. We are very grateful for all the donations and grants that supported full and partial scholarships in 2024.

2024 Recipients

DIVYA PASUPULETI
Executive Manager, Business Ops & Performance, NBN
LV Foundation Scholarship

DONNA DE ZWART
CEO, Fitted for Work
ANZ Community Partner Scholarship

JACOB LINDSAY
Head of Tech & Innovation, Senversa
Victorian Govt Office for Disability Scholarship

LINNY KIMLY PHUONG
Founder & Board Director, The Water Well Project
LV Foundation Scholarship

MONG LINH DO
Fellow, University of Melbourne
LV Foundation Scholarship

NASTEHA MOHAMUD
Neighbourhood Partner, City of Melbourne
LV Foundation Scholarship

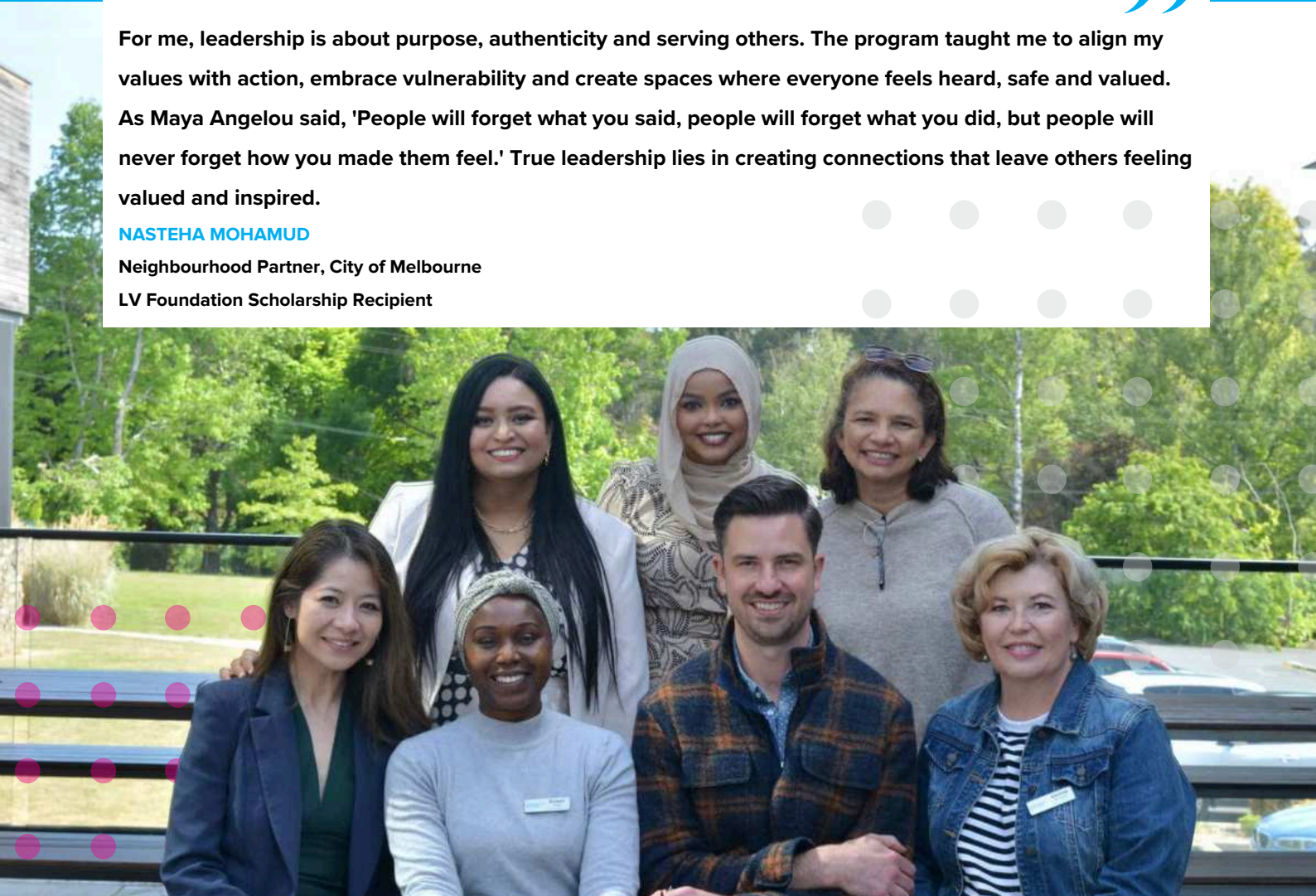
SUSAN YENGI
Program Officer, Australian Public Service
LV Foundation Scholarship

SYLVIA ROSEMOND
CEO, Independent Disability Services
LV Foundation Scholarship

”

For me, leadership is about purpose, authenticity and serving others. The program taught me to align my values with action, embrace vulnerability and create spaces where everyone feels heard, safe and valued. As Maya Angelou said, 'People will forget what you said, people will forget what you did, but people will never forget how you made them feel.' True leadership lies in creating connections that leave others feeling valued and inspired.

NASTEHA MOHAMUD
Neighbourhood Partner, City of Melbourne
LV Foundation Scholarship Recipient



Scholarships as Stepping Stones to Lasting Impact



SUSAN YENGI

Program Officer, Australian
Public Service
LV Foundation Scholarship
Recipient

Susan's WCLP experience redefined leadership as a practice rooted in purpose and adaptability: *"Williamson is a journey of self-discovery. If you're open and allow yourself to be immersed in the process, it can change your life and the world around you."*

Now, as a newly elected Councillor for the City of Maribyrnong, her focus lies in leveraging her leadership skills to "create a thriving hub where residents feel safe, connected, and heard — a place of belonging."



JACOB LINDSAY

Head of Tech & Innovation, Senversa
Victorian Govt Office for Disability
Scholarship Recipient

Jacob's WCLP journey has empowered him to continue to build his leadership purpose. He shares that his approach has evolved from "leading from behind" to embracing bold action. *"This gave me the confidence to step forward and tackle big issues head-on,"* he reflects.

In the letter below, he shares gratitude for the opportunity to undertake the program, reflecting the transformative nature of scholarships in expanding leadership opportunities and empowering leaders to drive impact.

YOUR SUPPORT OF MY DISABILITY SCHOLARSHIP WITHIN THE 2024 WILLIAMSON COMMUNITY LEADERSHIP PROGRAM HAS IMPACTED MY LIFE IN A WAY I NEVER IMAGINED POSSIBLE.

THE SKILLS AND CONNECTIONS I HAVE, AND AM CONTINUING TO GAIN THROUGH THIS PROGRAM IS INVALUABLE. MY PASSION LIES AT THE INTERSECTION OF CLIMATE CHANGE AND TECHNOLOGY, WHERE I BELIEVE ADAPTIVE LEADERSHIP AND DIVERSE PERSPECTIVES ARE CRUCIAL FOR SOLUTIONS TO HUMANITIES GREATEST CHALLENGE.

YOUR INVESTMENT GOES BEYOND SUPPORTING ONE INDIVIDUAL - IT'S CREATING A RIPPLE EFFECT. WHILE I MAY NOT KNOW WHO YOU ARE, PLEASE KNOW THAT YOUR DECISION TO SUPPORT THIS SCHOLARSHIP MAKES A REAL DIFFERENCE, I COMMEND YOU FOR SUPPORTING DIVERSITY ACROSS LEADERSHIP.

WITH HEARTFELT GRATITUDE,

JACOB LINDSAY.

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.

**DONATE
ONLINE**



WCLP Guest Speakers

NAME	TITLE	ORGANISATION
AILICHE GODDARD-CLEGG	COMMUNICATION AND ENGAGEMENT COORDINATOR	HYCEL AT DEAKIN UNIVERSITY
AMANDA DONOHOE	CEO	SERVANTS COMMUNITY HOUSING
AMY ROBINSON (WCLP '23)	EXECUTIVE OFFICER	GREATER SHEPPARTON LIGHTHOUSE PROJECT
ANDREW PLUNKETT	GENERAL MANAGER	PLUNKETT ORCHARDS
ANNE HOOKER OAM	FORMER YOUTH DEVELOPMENT OFFICER	PORT PHILLIP PRISON
ANTHONY CAVANAGH (WCLP '15)	CEO	GANBINA
ASHLEIGH SKINNER	TRADITIONAL OWNER	WADAWURRUNG TRADITIONAL OWNERS CORPORATION
AUNTY CHERYL BOURKE	IN HOME SUPPORT COORDINATOR	RUMBALARA ABORIGINAL CO-OPERATIVE
BILL DOWLING	PRESIDENT	MOOROOPNA FOOTBALL NETBALL CLUB
UNCLE BILL NICHOLSON	WURUNDJERI ELDER AND EDUCATOR	DJIRRI DJIRRI
CAROL SCHWARTZ AO	CHAIR	THE TRAWALLA FOUNDATION
CHRIS KOTUR AM (WCLP '94)	LEADER IN RESIDENCE	LEADERSHIP VICTORIA
CHRISTINE NIXON AO, APM	FORMER CHIEF POLICE COMMISSIONER BOARD CHAIR	VICTORIA POLICE LEADERSHIP VICTORIA
CR BEN BLAIN	MAYOR	WARRNAMBOOL CITY COUNCIL
CR DAVID ROBERTSON	MAYOR	SOUTHERN GRAMPIANS SHIRE COUNCIL
CR RHONDA GARAD	COUNCILLOR AND SENIOR LECTURER	CGD COUNCIL AND MCHRI
CR SHANE SALI	MAYOR	GREATER SHEPPARTON CITY COUNCIL
DANIEL AJAK	PARTNER	AJAK AND ASSOCIATES
DEB MILLER	PRACTITIONER	WAYAPA WUURK
DR MARGARET SIMONS	JOURNALIST AND WRITER	
DR MARK MCMILLAN	MANAGING DIRECTOR	BUNDYI GIRRI CONSULTING
DR MAYA WARD	WRITER AND AUTHOR	
DR TONI PIKOS SALIE	PRINCIPAL	MOUNT HIRA COLLEGE, KEYSBOROUGH
MUHAMMED SEZGIN	HEAD OF RELIGIOUS AFFAIRS	MOUNT HIRA COLLEGE, KEYSBOROUGH
EMILY FALLA	CO-LEAD	HEYWOOD INDIGENOUS WAR MEMORIAL
EMMA KING OAM (WCLP '12)	CEO	HUMANABILITY
ERIN FORD	SENIOR BRAND AND MARKETING MANAGER	REPURPOSE IT
FARAH FAROUQUE	DIRECTOR OF COMMUNITY ENGAGEMENT	TENANTS VICTORIA & BOARD CHAIR, THE SOCIAL STUDIO
FATHER JEAN MAWAL	PRESBYTER	ST PAUL'S ANTIOCHIAN CHURCH
GARETH COLLITON	PRODUCER AND CO-FOUNDER	ONE DAY STUDIOS
HAYDEN BEATON	SCHOOL PRINCIPAL	MOOROOPNA PARK PRIMARY SCHOOL
HUIB OTTOW	FIELD CREW OPERATOR	PROJECT PLATYPUS
IMAM ABDURRAHMAN SAHIN	IMAM	KEYSBOROUGH ISLAMIC MOSQUE
JACKIE ELLIOTT	PROGRAMS & PARTNERSHIPS COORDINATOR	WARRNAMBOOL LIBRARY
DR JO MITCHELL	DIRECTOR AND CLINICAL PSYCHOLOGIST	THE MIND ROOM
JOEY CHATFIELD-BERG	ELDER	EASTERN MAAR
JIM ANDREADIS	FOUNDING MEMBER	MOVE
JOHN DI NATALE	COO	ABBOTSFORD CONVENT FOUNDATION
JOHN MCCLUSKEY	GM COMMERCIAL	REPURPOSE IT
JULIA OXLEY (WCLP '23)	GENERAL MANAGER, COMMUNITY	MONASH HEALTH
KAREN MILWARD (WCLP '05)	FIRST NATIONS CONSULTANT, TRAINER, AND FACILITATOR	KAREN MILWARD FIRST NATIONS CONSULTING

WCLP Guest Speakers

KATHERINE TEH	EXECUTIVE CHAIR & SUSTAINABLE SYSTEMS DEVELOPMENT STRATEGIST	SPEKTRUM MINING & TEH & CO
LEANNE MILLER AM	INAUGURAL ELECTED NORTH EAST MEMBER	FIRST PEOPLE'S ASSEMBLY OF VICTORIA
LINDA NIEUWENHUIZEN	CEO	COMMITTEE FOR GREATER SHEPPARTON
LUKE HILAKARI	SECRETARY	VICTORIAN TRADES HALL COUNCIL
LYNDON GALEA (WCLP '19)	FOUNDER	EAT UP
MARK COCHRANE-HOLLEY (WCLP '23)	DIRECTOR, INVEST MELBOURNE	CITY OF MELBOURNE
MARY CROOKS AO	EXECUTIVE DIRECTOR	VICTORIAN WOMEN'S TRUST (VWT)
MARY NEGA	CEO	YOUTH AFFAIRS COUNCIL VICTORIA
MATT WICKING	ARTIST, ACTIVIST AND FACILITATOR	CLOUD CATCHER
CR LANA FORMOSO	FORMER MAYOR COUNCILLOR	GREATER DANDENONG NOBLE PARK NORTH WARD
MELANIE COOK (WCLP '23)	CEO	HVP PLANTATIONS
MICHELLE GRATTAN	CHIEF POLITICAL CORRESPONDENT	THE CONVERSATION MEDIA GROUP
NEIL PATERSON APM	ACTING CHIEF COMMISSIONER	VICTORIA POLICE
PATRICIA BURKE OAM	CO-FOUNDER & SENIOR ADVISOR	WOMEN'S GIVING FOUNDATION & PHILANTHROPY AUSTRALIA
PAUL BRIGGS AO	EXECUTIVE CHAIRMAN & FOUNDING PRESIDENT	KAIELA INSTITUTE & RUMBALARA FOOTBALL NETBALL CLUB
PAUL CONROY (WCLP '08)	CEO	IAN POTTER FOUNDATION
PETA JOLLEY	YOGA TEACHER	GREAT OCEAN HEALING CENTRE
PHIL CLEARY	BROADCASTER, FORMER MP, FAMILY VIOLENCE AND JUSTICE CAMPAIGNER	
PROFESSOR YIN PARADIES	ALFRED DEAKIN PROFESSOR AND CHAIR IN RACE RELATIONS	DEAKIN UNIVERSITY
RANA HUSSAIN	CEO AND FOUNDER	GOODHUMAN
REBECCA SCOTT OAM	CEO	STREAT
RO ALLEN	COMMISSIONER	VICTORIAN EQUAL OPPORTUNITIES AND HUMAN RIGHTS
SAM ATUKORALA	STRATEGIC ENGAGEMENT COORDINATOR	ETHNIC COUNCIL OF SHEPPARTON
SEAN HUGHES (WCLP '06)	LAWYER & FORMER REGULATOR	
SELBA GONDOZA-LUKA OAM	CEO AND FOUNDER	AFRI-AUS CARE
SHAYNE ELLIOT	CEO	ANZ
STELLA AVRAMOPOULOS (WCLP '11)	CEO	GOOD SHEPHERD AUSTRALIA NEW ZEALAND
SUE ANDERSON (WCLP '23)	DIRECTOR AND PRINCIPAL CONSULTANT	CO SQUARED
SUE BARRETT	FOUNDER & MANAGING DIRECTOR, CAMPAIGN MANAGER	BARRETT CONSULTING GROUP, VOICES OF GOLDSTEIN
SUSANNE NEWTON	FORMER MAYOR BOARD DIRECTOR	DAREBIN CITY COUNCIL VLGA & BIRTH FOR HUMANKIND
THE MOST VENERABLE THÍCH THIÊN TÂM	HOA NGHIEM BUDDHIST TEMPLE	
TYSON JAKITSCH	EXECUTIVE OFFICER	LOVED AND SHARED
UNCLE LANCE JAMES	RUMBALARA ABORIGINAL CO-OPERATIVE	
VICKI SCOTT	EXECUTIVE OFFICER	DESTINATION GOULBURN VALLEY
ZIONE WALKER-NTHENDA	DIRECTOR BOARD MEMBER	VICTORIA LEGAL AID LEADERSHIP VICTORIA

Presenting the 2024 Williamson Fellows



AMANDA PIPER

head of Cancer Strategy,
Strategy and Support Division,
Cancer Council Victoria



ANDREW KING

Head of Campus Operations,
Procurement and Assets,
Bendigo Kangan Institute



ANGELA BATTERHAM

Director, Department of
Education, Early Learning
Operations and Monitoring
Division



ANNABELLE MANN

General Counsel, Legal
Services, The Royal Children's
Hospital



BRIAN MOTZ

Chief Commercial Officer,
Housing Choices Australia



BRIDGET WALL

Director, Monash Health



BRYAN ROSS

Director of Operations, Health
Support Services, Western
Health



COURTNEY BRENER

General Manager, Financial
Performance, Australian Retail,
ANZ



DEAN FAGLIONI

Head of Business Performance
& Execution, Australia Retail
Division, ANZ



DIVYA PASUPULETI

Executive Manager, Business
Operations & Performance, nbn



DONNA DE ZWART

Managing Director, Fitted for Work



HANNAH MCBRIDE-BURGESS

Manager, City Futures, City of Stonnington



IAN MCKAY

Papua LNG Venture Asset Manager, ExxonMobil Australia



JACOB LINDSAY

Head of Tech & Innovation, Senversa



JAMES WONG

Commander, Fire Rescue Victoria



JAS STANIC

Senior Project Officer, Community Services, City of Melbourne



JENNIFER PEAKE

Global Health Manager, Results Australia



JENNY PAVLOU

Executive Advisor to Assistant Commissioner, Road Policing Command, Victoria Police



KELLY GILLIES

Manager, People and Culture, Mornington Peninsula Shire



KELLY ROGERSON

CEO, Palliative Care South East



KRISTINA BENNETT

CoS to the CIO, Westpac Group



LAURA MISSINGHAM

Manager, Office of the Secretary, Department of Justice & Community Safety



LINNY KIMLY PHUONG

Founder & Board Director, The Water Well Project



LYNLEY DUMBLE

Director, Community Wellbeing, Brimbank City Council



MARK DAVIS

Head of Digital, Today



MATT HALL

CEO, Healthcare Financial Management Association



MELISSA CHALKER

CFO, Bendigo Kangan Institute



MONG LINH DO

Fellow, University of Melbourne



NAOMI DOBROFF

Chief Nursing & Midwifery
Information Officer, Monash
Health



NASTEHA MOHAMUD

Neighbourhood Partner, City of
Melbourne



NGUYEN TO

General Manager, Workplace
Injury Commission



NOELEEN CAREY

Director, Organisational
Development & Learning,
Dental Health Services Victoria



PHIL LYON

Head of Technology, Future
Fund



ROBYN CANNING

Senior Manager, Transport
Accident Commission



SARAH SHATKHIN

Business Manager, Tools &
Equipment, DuluxGroup



SCOTT EDWARDS

Director, Medical Research,
Healthtech and Innovation
Programs, Department of Jobs,
Skills, Industry and Regions



SUSAN YENGI

Program Officer, Australian
Public Service
Councillor, Maribyrnong City
Council



SYLVIA ROSEMOND

CEO, Independent Disability
Services

Leadership for Complex Times

The Leadership Victoria Approach

Have you heard the phrase “change is fast and complex, but it will never be this slow and this simple again”?

At Leadership Victoria, we work with leaders from a diversity of backgrounds, sectors, organisations, identities and experiences, drawing on leadership approaches and capacities that empower and equip them to bring sustainable change to the organisations and systems where they’re leading change. As leaders begin to understand the nature of the daunting gaps between where things are today, and what they aspire towards, they can move to considering: how can they diagnose the nature of the gap, engage others in the effort to make progress, and hold to purpose for systemic change?

These are the challenges and the opportunities that arise for all leaders. How do we approach developing leaders who join a Leadership Victoria program?

To lead, we must step out of our ordinary notions of management, and begin exploring a less comfortable space, outside our habitual ways of thinking, acting and leading. To make transformative change we are called on to lead beyond what our formal position says we’re ‘allowed to’ – which can be risky, but hugely rewarding if we can hold to our purpose and mobilise others to make meaningful change.

This also requires deep inner work, as we strive to dismantle our long-term attachment to leading through our own expertise. As the saying goes, “what got you here, won’t get you there” – if we continue to try to fix complex problems with simple solutions, in what ways might we be limiting opportunities to make progress with underlying and systemic issues?

In Leadership Victoria’s programs, we help leaders investigate deeper dynamics that underpin societal issues – attending to the currents, countercurrents and temperature of the waters we’re in, not only the specification and materials of the boat we’ve constructed! Our programs draw from global thought leadership in fields including Adaptive Leadership, Adult Development, and Systems Thinking. Using dialogue-led and highly collaborative methods, we empower leaders to discern more of the complexity that’s all around their leadership work, and we equip them to work more flexibly to make progress on what needs to change, operating deeply in tune with their own unique values and beliefs.



Written By:

DR KATY MCDEVITT

Faculty Lead, Leadership Victoria

Including First Nations Peoples' Perspectives, Knowledge and Voices

As part of the design and development of our programs, Leadership Victoria is deeply committed to engaging with and including First Nations Peoples through partnerships and relationships. This collaborative practice culturally enriches our programs, and fosters meaningful dialogue on how all leaders can contribute to Community and Reconciliation.

"I am astounded that there is still not the recognition that First Nations people need the same levels of leadership exposure and networks as their non-First Nations counterparts. I am an example of the impact it can have."

ADRIAN APPO OAM (WCLP '99)
Co-founder & Managing
Director, First Nations Capital

In 2024, LV completed our Reflect Reconciliation Action Plan (RAP), which helped deepen our understanding of our sphere of influence and the unique contribution we can make to drive progress. We also convened a First Nations Williamson Fellows Group, and collaboratively developed a submission on First Nations leadership development to the Yoorrook Justice Commission, as a contribution to truth-telling.

LV is very grateful to the many First Nations leaders who have contributed as speakers in our programs, including First Nations Williamson Fellows.

As part of WCLP '24, participants were also provided with Arilla training, established by Djirribul woman, Shelley Reys AO, to increase their cultural competency. During the Welcome Immersive in February, they had a workshop with Bundyi Girri Consulting, delving into the significance of Acknowledgement of Country as a way to centre First Nations Sovereignty. This experience helped equip non-Indigenous leaders to engage in nuanced conversations that consider intersectional identities, enhancing everyone's understanding of their roles in advancing Reconciliation.



A visual representation of the the 2024 WCLP Bundyi Girri Workshop.

During the WCLP 2024 Greater Shepparton Regional Immersive in May, participants had the opportunity to further engage with Aboriginal and Torres Strait Islander leaders and organisations, including sessions with Yorta Yorta woman and First People's Assembly of Victoria Representative Leanne Miller AO and legendary Yorta Yorta community leader Uncle Dr Paul Briggs AO.

They also had an interactive presentation and tour of the Rumbalara Aboriginal Cooperative with Uncle Lance James and Auntie Cheryl Bourke. The Cooperative is a cornerstone of the Greater Shepparton region, self-described as "committed to providing a culturally safe and respectful healing place where our community can gather and access the care and support they need – and feel a strong sense of support, nurture, connection, strength and belonging from having been here".

We are thankful for these relationships that provide a deep and meaningful experience to the WCLP participants and we look forward to continued partnerships in coming years.



"Williamson is not a program that you do, but a journey you go on."



JOE MURFET (WCLP '23)

Jingili-Mudburra
National Indigenous RAP
Lead, Australia Post

"During Williamson, I developed greater clarity of my leadership purpose, a really strong sense of responsibility to give back to a community that has been so good to me, and real gratitude and remembering where I came from and who I am. One of my main reflections is Williamson will put you in a range of situations which will expose you to different points of view and stories. This challenges you to think differently about how to operate in your part of the world."

I believe there is much more work to be done in First Peoples Leadership. While these programs are important opportunities for First Peoples to develop, and having dedicated places for First Peoples is helpful, creating culturally safe environments, respecting and upholding cultural protocols, and enabling First Peoples' participation in program design and delivery are critical to empowering our Mob with the skills and confidence to lead in two worlds and not get lost in the mainstream. Leadership Victoria is well placed with its offerings to play a critical role in nurturing First Peoples' leadership."

SUPPORTING ABORIGINAL AND TORRES STRAIT ISLANDER LEADERS THROUGH SCHOLARSHIPS

One special type of scholarship was set up six years ago by a group of 2018 Williamson Community Leadership Program (WCLP) Fellows, who formed the Aboriginal and Torres Strait Islander Scholarship Advisory Committee, committed to funding and promoting participation in the WCLP and other LV programs by Aboriginal and Torres Strait Islander leaders. Their efforts also catalysed the contribution of an annual scholarship by the Eastern Health Foundation as part of their RAP commitments, supporting an additional First Nations leader to undertake the WCLP. We are grateful for all donations that increase the diversity of leaders participating in LV programs, which amplifies both individual and collective impact. You can provide such support directly by using the QR code.

**DONATE
ONLINE**



Other LV Programs

At Leadership Victoria, we've spent 35 years equipping individuals with the skills, insights, and connections they need to lead in complex and challenging times. Our programs don't just develop leadership; they transform how participants think, act, and drive impact. They also open them up to perspectives outside their ordinary circle, and connect them with a new group of peers.

Igniting Leadership

Igniting Leadership is a 5-day program for emerging leaders that establishes a solid foundation for leadership in times of complexity, challenge and uncertainty. Over five days, the Igniting Leadership program builds participants' capabilities, addressing barriers to change and exploring their strengths and values as a leader.

”

The Igniting Leadership program gave me the skills to distinguish between adaptive and technical challenges, as well as providing me with lots of practical tools to implement the learnings in my everyday work. It was incredibly powerful to learn alongside peers from different sectors who brought a wide range of experience and insight to the room.

MIM HAMMEL-GREEN
Program Manager, Westjustice



“This program brilliantly combines traditional and innovative leadership skills, with a strong focus on emotional intelligence and ethical principles. It challenged me to explore the depths of my own leadership potential. I am leaving this program empowered to make meaningful impacts in my career and community. Immense gratitude for this experience.”

CARLA HALL
Disaster Resilience Coalition Principal,
Youth Affairs Council Victoria

Women's Leadership Program

The Women's Leadership Program is a 3-day residential retreat for mid-senior level women leaders who want to learn strategies for leading with purpose through complexity, and build confidence and new approaches to influence change. Participants also address gender-based workplace issues and identify strengths to lead across internal and external stakeholders.

This word cloud captures the most frequent responses from post-program surveys where Women's Leadership Program participants described their experience in three words. The larger the term, the louder the collective voice behind it.



Leader Evolution

Leader Evolution is a 3-day intensive leadership program suited to mid-to-senior leaders from all sectors with 5+ years of leadership or management experience, who are looking to take their skills to the next level and become more impactful, effective and authentic leaders. It is designed to deepen participants' leadership capability and provide the adaptive tools needed to mobilise and work with others to achieve important outcomes.



SAM DRUMMOND

Senior Policy &
Research Officer,
Victorian Equal
Opportunity and Human
Rights Commission

"I've worked across media, politics and law, and in each area it's far too easy to get bogged down in day-to-day work without getting anywhere in particular. The news cycle is only getting quicker, the pressure to meet targets is getting greater and the focus becomes on making decisions in order to solve today's problem."

This is an exhausting way to work. It's felt like I'm never making any progress towards my goal of bringing people together to make lasting and meaningful change. In a space like disability advocacy, the real life impact of this is that people with disabilities continue to face discrimination and human rights abuses instead of living a life they love in which they are treated with dignity, fairness and respect.

The Leader Evolution Program used real life examples from my own work to teach me to get on the balcony and see the bigger picture. The program has better equipped me to take a step back and make the conscious decision to concentrate my efforts on the adaptive challenges. I'm now focussed on the relationships and commitments that will make bigger, systemic change with less time and resources."

Partner Programs



NORTH Link Women in Business Leadership Program

LV partnered with NORTH Link again in 2024 to develop and deliver the 3-day Women in Business Leadership Program, to support women with senior leadership aspirations in Melbourne's north.



"I would like to personally reiterate how well thought out the entire program was, I was impressed by the quality of speakers and sessions, and it exceeded my expectations."

NORTH Link Women in Business Leadership Program Participant



Rural Women's Leadership and Mentoring Program

The Victorian Rural Women's Leadership and Mentoring Program supports women to build the skills, confidence and networks they need to participate in leadership and decision making that contributes to gender equality, greater economic participation and empowerment in both the agriculture sector and more broadly in the communities in which they live.



"The calibre of the guests was amazing and they were very open to questions and ideas. The people selected in the program are amazing and a great diverse group of people which helped the conversations flow."

Rural Women's Leadership and Mentoring Program Participant



School of Agriculture, Food and Ecosystem Sciences Leader Evolution Program

LV partnered with Melbourne University to deliver a program that fostered a unified culture and strengthened leadership capability across the 75 leaders and post docs of the newly formed School of Agriculture, Food and Ecosystem Sciences (SAFES).

SAFE+EQUAL

Lead + Adapt

LV designed and delivered the Lead + Adapt program at the request of, and in partnership with, peak bodies Safe + Equal and Sexual Assault Services Victoria. The program is an immersive professional development program for executive and senior leaders working to end or respond to family, gender-based and sexual violence.

Throughout 2023 and 2024, six cohorts of 136 leaders graduated from the 6-day Lead + Adapt program, with one more cohort undertaking the program in 2025.

Program outcomes included:

- Leading with authenticity and purpose
- Exploring the strengths, demands and opportunities unique to the sector
- Strengthening support networks and building relationships with fellow leaders
- Collaborating on common challenges, individual skillsets and the power of adaptive leadership

In an independent evaluation of 48 Executive and Senior leaders across Cohort 3 and Cohort 4, participant feedback surveys, interviews and focus groups found that the program demonstrated strong outcomes.

100%

of respondents rated the program's content as relevant for supporting their needs and aspirations as leaders in the sector.

97%

of ratings reported that the program quality was high, exceeding the 80% target.

100%

of respondents reported an increase in their knowledge of adaptive leadership principles, as relevant to their professional context.

**”**

The beauty of bringing all of us together from across varying programs, services, but all within the family violence space, is that we could all contribute our own knowledge, our own experience as well, and network, which has been incredible as well.

LEAD + ADAPT PARTICIPANT

Alumni Program

It is important to Leadership Victoria that we continue to inspire, mobilise and support our Alumni long after their programs finish, engaging them toward an inclusive, equitable, sustainable society. Our new Alumni Program is still experimental and developing, but is underpinned by the LV experience of learning, growing, connecting and contributing.

Alumni Program Elements

As part of our Alumni engagement efforts, we launched an Alumni Program in 2024 with a range of learning opportunities, meaningful connection events, and pathways to contributing to community. We have also forged partnerships with organisations such as the Melbourne Forum, to create even more opportunities for our Alumni.

Contribution to Community

Supporting Alumni to boost contributions to strengthening communities and tackling complex and systemic problems.



Leadership Learning

Providing opportunities with compelling experts and leaders sharing their wisdom for Alumni to refresh and continue leadership learning.



Alumni Connection

Creating events and experiences that connect diverse Alumni in meaningful and enjoyable ways.





Contribution to Community

Step Up to Local Government Webinar

LV partnered with the Municipal Association of Victoria (MAV) and the Regional Leadership Collective (RLC) to encourage LV and RLC Alumni to consider contributing their skills to community by standing for office in Local Government.

Speakers:

- Cr Susanne Newton (WCLP '23), Mayor of Darebin
 - Cr Janet Pearce (LMCLP Alumni), Deputy Mayor, Macedon Ranges Shire Council
 - Cr Mary Ann Brown, Southern Grampians Shire Council & Chair of Rural Councils
 - Kelly Grigsby, CEO, MAV
-

Alumni Connections and Conversations Event

Our inaugural Alumni Conversations and Connection Event brought together LV Alumni from different programs and generations to engage in, gather and share insights on some of today's most pressing leadership challenges.

Speakers:

- 'Using Creativity in Decision Making' - Fatima Everitt (WCLP '23), Creative Director, Dreamtime Art Creative Consultancy
 - 'Leading Through Disaster and Crisis in Community' - Mariela Diaz (WCLP '18), CEO, Emergency Recovery Victoria
 - 'Innovation as a Strategy' - Jason Coonan (WCLP '21), Senior Director, Industry Sectors and Advanced Manufacturing, Breakthrough Victoria
-

WCLP 'The Call'

As in previous years, we invited Williamson Fellows back to work with WCLP '24 participants on their Collectives, to drive progress on issues critical to the Victorian community.

Keynote speaker:

- Carol Schwartz AO, Founding Chair, Women's Leadership Institute Australia and Board Member, Reserve Bank of Australia



Leadership Learning

Getting on the 'CEO Track' Webinar

An interactive webinar focused on how Alumni can prepare for and take on the challenging hurdle into a CEO role.

Speakers:

- Jarrod McLauchlan (WCLP '15), Board Member, Leadership Victoria and Senior Partner, Davidson Search & Advisory
- Anthony Cavanagh (WCLP '15), CEO, Ganbina
- Maree Sidey, CEO, Philanthropy Australia
- Mark Heintz (WCLP '99), CEO, Turosi Food Group



Alumni Connection

WCLP '24 – Greater Shepparton and Great South Coast Regional Immersives

Locally based WCLP Fellows joined key events of the WCLP '24 cohort's Regional Immersives in Greater Shepparton and the Great South Coast. This included a Collective Leadership Forum in each location with the 2024 participants of Goulburn Murray Community Leadership's Fairley Leadership Program and the Great South Coast's Community Leadership Program.

Our Team



KATHERINE ELLIS
(WCLP '07)
CEO



DR KATY MCDEVITT
Faculty Lead



EZRA EUGENE
Program & Events
Coordination Lead



NKOSI NDLOVU
Marketing &
Communications Lead



TARA CROWE
Partnerships Lead



RYAN DAVIS
Programs & Events
Coordinator



DANNI FINDLAY
Senior Programs &
Events Coordinator



MICHELLE COLLETT
Alumni & Admin Officer

Key Associates



DR ANNE HARTICAN
Facilitator & Designer



JON EDDY
Facilitator & Designer



NELL WILSON
Facilitator & Designer



DANA EISENSTEIN
Facilitator & Designer

Acknowledgments

WCLP '25 Selection Panel

NAME	TITLE	ORGANISATION
ALLAN DAVEY (WCLP '98)	DIRECTOR	DAVEY INNOVATION
AMELIA CONDI (WCLP '23)	GENERAL MANAGER, POLICY & ADVOCACY	VICTORIAN HEALTHCARE ASSOCIATION
ANDREA GODDARD (WCLP '10)	EXECUTIVE DIRECTOR & FOUNDER	STARS FOUNDATION
ANGELA SORMAZ (WCLP '23)	SENIOR MANAGER	TRANSPORT ACCIDENT COMMISSION (TAC)
AVIVA KIPEN (WCLP '98)	INDEPENDENT CONSULTANT	A KIPEN & ASSOCIATES P L
BO RUTECKI (WCLP '97)	ADVANCEMENT ASSOCIATE	LAURISTON GIRLS' SCHOOL
BRUCE POON (WCLP '02)	PRESIDENT	ANIMAL JUSTICE FOUNDATION
CAMERON MCLEOD (WCLP '13)	CEO	THE HUDDLE, NORTH MELBOURNE FOOTBALL CLUB
CHRIS KOTUR (WCLP '94)	LEADER IN RESIDENCE	LEADERSHIP VICTORIA
CHRISTINE BARCA (WCLP '10)	CEO	QUANTIN BINNAH COMMUNITY CENTRE
DEBBIE SHIELL (WCLP '23)	CEO	OVARIAN CANCER AUSTRALIA
DEIDRE COPELAND (WCLP '98)	DATA & DIGITAL GENERAL MANAGER	SHELL INTERNATIONAL TRADING AND SHIPPING
DENIS MORIARTY (WCLP '92)	CEO	OUR COMMUNITY
DONNA MARKHAM OAM (WCLP '14)	FOUNDER & COACH	DISEQUILIBRIUM
EUGENIE STRAGALINOS (WCLP '09)	BOARD MEMBER	GREATER SHEPPARTON LIGHTHOUSE PROJECT
FATIMA EVERITT (WCLP '23)	CO-FOUNDER AND CREATIVE DIRECTOR	DREAMTIME ART CREATIVE CONSULTANCY
GILLIAN DENISON (WCLP '23)	HEAD OF LEGAL	FUTURE FUND
JACQUI WATKINS (WCLP '21)	FIRST NATIONS ENGAGEMENT LEAD	CONSUMER ACTION LAW CENTRE
JAMES SEOW (WCLP '23)	REGIONAL ADVISORY COUNCIL MEMBER	VICTORIAN MULTICULTURAL COMMISSION
JEANNE LEE (WCLP '11)	PRINCIPAL PROJECT MANAGER	HOMES VICTORIA
JITHMA BENERAGAMA (WCLP '23)	STRATEGIC ADVISOR	PUBLIC SECTOR
JIM LIASKOS AM (WCLP '91)	DIRECTOR	AIRLIFT HOVERCRAFT
JINNY MCGRATH (WCLP '03)	BOARD VICE CHAIRPERSON	FRIENDS OF REFUGEES
JULIA OXLEY (WCLP '23)	GENERAL MANAGER, COMMUNITY	MONASH HEALTH
KELLIE KING (WCLP '14)	GENERAL MANAGER, COMMUNITY & CORPORATE	WANNON WATER
KEN MARSHMAN (WCLP '90)	BOARD CHAIR BOARD CHAIR	REST INVESTMENT COMMITTEE RETAIL EMPLOYEES SUPERANNUATION TRUST
KIRAN KHAN (WCLP '23)	GENERAL MANAGER	ANNECTO
LAURA MILES (WCLP '13)	MANAGER, MUSEUM & HISTORIAL SERVICES	VICTORIAN STATE GOVERNMENT
LOUISE JAMES (WCLP '14)	HEAD OF CUSTOMER STRATEGY	TRANSURBAN
LYNNE CAZALY (WCLP '02)	SPEAKER, AUTHOR & FACILITATOR	CAZALY COMMUNICATIONS
MARK COCHRANE-HOLLEY (WCLP '23)	DIRECTOR, INVEST MELBOURNE	CITY OF MELBOURNE
MELISSA LEE (WCLP '08)	GENERAL MANAGER	WESTGATE COMMUNITY INITIATIVES
NATALIE BOSTON (WCLP '23)	PRE-CONSTRUCTION MANAGER	SHAPE AUSTRALIA
NATALIE DONOHUE (WCLP '23)	CEO	PREMIUM HEALTH
NORAH BREEKVELDT (WCLP '96)	DIRECTOR	BREAKTHROUGH STRATEGIES
PAUL WILLIAMS (WCLP '04)	OWNER & MORTGAGE BROKER	MORTGAGE CHOICE
PENNY WILSON (WCLP '10)	SENIOR PARTNER	SHK ASIA PACIFIC
PETER MACLEOD (WCLP '92)	MANAGING DIRECTOR	ACC HIGGINS
RACHNA MADAAN-BOWMAN (WCLP '23)	FINANCIAL COUNSELLOR	SOUTH EAST COMMUNITY LINKS
RAJ SINGH (WCLP '11)	BUSINESS SOLUTIONS DIRECTOR	GLOBAL SERVICES

Acknowledgments

WCLP '25 Selection Panel

REBECCA GUNN (WCLP '11)	SENIOR MANAGER ESG	AIA
ROS MAGEE (WCLP '97)	DIRECTOR AND CONSULTANT	SPOWERS ARCHITECTS
ROSS CONNOR (WCLP '23)	DIRECTOR, TRANSPORT REGULATORY OPERATIONS	DEPARTMENT OF TRANSPORT
SAM SCHWARZ (WCLP '11)	DIRECTOR	SCHWARZ ADVISORY
SAMUEL REDMOND (WCLP '12)	DIRECTOR	ADAPT GROUP
SEAN HUGHES (WCLP '06)	HEAD OF THE OFFICE OF GENERAL COUNSEL	VANGUARD AUSTRALIA
STAN KR PAN (WCLP '09)	CEO	SOLAR VICTORIA
STELLA CLARK (WCLP '97)	DIRECTOR	AUSTRALIAN SCIENCE INNOVATIONS
STEVE COLDHAM (WCLP '23)	DIRECTOR, COMMUNITY LIFE	CITY OF CASEY
SUSANNE NEWTON (WCLP '23)	FORMER MAYOR	DAREBIN CITY COUNCIL
VANYA KUMAR (WCLP '12)	EXECUTIVE DIRECTOR	DEPARTMENT OF ENERGY, ENVIRONMENT & CLIMATE ACTION
VICTORIA TRIGGS (WCLP '99)	CEO	TESSA THERAPEUTIC ENGAGEMENT SUPPORT SERVICES ASSOCIATION

Mentors

ANNE TESCH	CEO & FOUNDER	SH3 CONNECT
BELINDA BYWATERS	PRINCIPAL CONSULTANT	HARP COACHING & CONSULTING
BELINDA TANESKI	PRINCIPAL	TANESKI MEDIATION & ADVISORY
DEBBIE GEDDES	PRESIDENT	MYRTLEFORD & DISTRICT AGRICULTURAL & PASTORAL SOCIETY INC
HAYLEY DAWSON	BUSINESS OWNER	THE RURAL NATUROPATH
KELLY BARNES	-	-
LEONIE MORGAN AM	PRINCIPAL CONSULTANT	LEONIE MORGAN & ASSOCIATES
LUCY ETHERIDGE	GENERAL MANAGER/FARMER	YARRAWALLA VINEYARDS
MIKE WATSON	MANAGING DIRECTOR	FLEXION CONSULTING
SALLIE JONES	CO-FOUNDER/DIRECTOR	GIPPSLAND JERSEY
SHARON KILMARTIN	FACILITATOR	THE GREAT RECHARGE

Short-Course & Partner Program Guest Speakers

ALLISON HOWELL (WCLP '23)	SENIOR DIRECTOR OF ADVANCEMENT	FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES
ALLA KOLGANOVA (WCLP '07)	NON-EXECUTIVE DIRECTOR	AUSTIN MEDICAL RESEARCH FOUNDATION
ALMA RAHEEM (WCLP '22)	RECRUITMENT MANAGER	BEAUMONT PEOPLE
CHRISTINE NIXON AO, APM	BOARD CHAIR FORMER CHIEF POLICE COMMISSIONER	LEADERSHIP VICTORIA VICTORIA POLICE
DANA EISENSTEIN	FACILITATOR & COACH	MINDSCAPE CONSULTING
DEBBIE SHIELL (WCLP '23)	CEO	OVARIAN CANCER AUSTRALIA
GEORGIE BIRCH (WCLP '23)	MANAGER, ECONOMIC & PLACE DEVELOPMENT	CITY OF STONNINGTON
JACQUI WATT	DIRECTOR FORMER CEO	LEADERSHIP ACUMEN NO TO VIOLENCE
JOANNA ABRAHAM (WLP '23)	FORMER PRESIDENT	VICTORIAN WOMEN LAWYERS
KELLY DIENAAR (WCLP '21)	HEAD, MEDIA & COMMUNICATIONS	CANCER COUNCIL VICTORIA

Acknowledgments

Short-Course & Partner Program Guest Speakers (cont.)

KATE RAMSAY	LEADERSHIP CONSULTANT	AND LEADERSHIP CONSULTING
LARA FREIDIN (WCLP '22)	EXECUTIVE OFFICER	WOMEN'S LEGAL SERVICES AUSTRALIA
LLEWELLYN PRAIN (WCLP '17)	BOARD MEMBER	VICTORIA LEGAL AID
MAG ULMAN	ARTIST	ARTIST AS FAMILY
NEVENA SPIROVSKA (LGBTQ+LP '20)	DIRECTOR BOARD MEMBER	JOBSBANK AUSTRALIA LEADERSHIP VICTORIA
NIKKI MARSHALL	COMMUNITY LEADER, INDUCTED TO HONOUR ROLL	HEPBURN SHIRE COUNCIL
PATRICK DUFFY	MANAGING DIRECTOR	CLEVER FOOL
ROSS CONNOR (WCLP '23)	DIRECTOR, TRANSPORT REGULATORY OPERATIONS	DEPARTMENT OF TRANSPORT
SCOTT KO (SL '18)	MANAGING DIRECTOR	COLOURSPACE GALLERY
SHANE LUCAS (WCLP '07)	INTERIM EXECUTIVE DIRECTOR	SCIENCE TEACHERS ASSOCIATION OF VICTORIA
STEVE COLDHAM (WCLP '23)	DIRECTOR, COMMUNITY LIFE	CITY OF CASEY
STEVEN LYNCH (WCLP '19)	NATURE FINANCE LEAD	AUSTRALIAN LAND CONSERVATION ALLIANCE
TIA PIRIHI (WLP '23)	SENIOR POLICY AND PROJECTS ADVISOR	VICTORIA POLICE
TIM RYAN	CEO	LORD SOMERS CAMP & POWER HOUSE
ANNETTE VICKERY	CEO	WESTCASA
CLARE PURCELL	DIRECTOR	AGRICULTURE VICTORIA
DR KERAN HOWE OAM	FORMER EXECUTIVE DIRECTOR	WOMEN WITH DISABILITIES VICTORIA
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FAYE SPITERI OAM	CEO	FRONDITHA CARE
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