

# WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

The Williamson Community Leadership Program (WCLP) is a unique, immersive, 10 month-long program for experienced leaders.

For over 35 years, the program has brought together diverse groups of experienced leaders from all sectors - business, government, community - and a wide variety of backgrounds, experiences and identities.

Often described as life-changing, the program expands the way leaders see the world and elevates 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’ to support each other and the community.

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The Williamson Program is the most immersive, challenging and complete leadership experience you will ever have. Active participation will be rewarded in ways you cannot imagine - new ideas, lifelong connections and the potential for future impact far beyond the program.

**DR TOM CONNELL**

Chief Medical Officer, The Royal Children's Hospital  
WCLP '23



# RETHINK LEADERSHIP. CREATE LASTING IMPACT.

Our face-to-face format, complemented by seasoned leaders as speakers, field trips and peer-to-peer learning, creates an environment which challenges preconceived notions of leadership and the limitations of leading within formal positions of authority. As a result, the program will push you to experiment – continually considering how and why you lead, while building a trusted, life-long network.



## ADAPTIVE LEADERSHIP

Learn techniques to adapt and thrive in complex and uncertain environments.



## COLLABORATE

Work with diverse and seasoned leaders to tackle complex challenges.



## VALUES, ETHICS & BELIEFS

Reflect on values and assumptions to navigate ethical leadership and decision-making.



## NETWORK & CONNECT

Build strategic personal and professional networks, and forge deep connections with peers from across all sectors.



## COMMUNITY

Explore key issues affecting Victorian communities and apply leadership insights to drive change.



**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**

**WCLP '23**





# WHAT'S INVOLVED?

The Williamson Community Leadership Program runs over 10 months, and comprises 23 program days (including four residential immersives), special events, field trips, interaction 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 who have deep expertise in creating powerful adult learning experiences.

Participants engage in a mix of immersive learning, real-world application, and reflective practice. Key components include:

4

**MULTI-DAY  
IMMERSIVES**  
in regional locations

6

**THEME DAYS**  
exposing you to new  
perspectives and experiences

6

**LEADERSHIP DAYS**  
to explore and practice  
leadership principles and  
competencies

4

**SPECIAL EVENTS**  
to connect and create fresh  
insights on contemporary  
leadership

**LEADERSHIP  
DIAGNOSTIC &  
DEBRIEF**

to identify key strengths  
and development goals for  
the year

**COLLECTIVE  
ACTION  
PROJECTS**

to work on complex, real-  
world challenges, putting  
adaptive leadership into  
practice

**PEER-GROUP  
LEARNING**

offers support,  
accountability, and a  
space to test and refine  
leadership approaches.

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**Williamson gave me a unique opportunity to really shift my perception and understanding of what contemporary leadership is. It's confronting, uncomfortable and revelatory, sometimes all at the same time. Williamson is so critically important to be an exceptional leader, in work and in life.**

**ANNETTE DAVIS**

General Manager,  
Therapy Services, Scope  
WCLP '23

# WHO SHOULD APPLY?

Applications are encouraged from leaders from business, government and community contexts, and from a diverse range of backgrounds, experiences, abilities and identities.

Participants in the Williamson Community Leadership Program are selected on merit, considering both your professional and lived experience. The program is designed for leaders who:

- Have 10+ years leadership experience in the workplace and/or other areas of life.
- Are seeking a meaningful, transformative uplift in their leadership capability.
- Are curious and keen to have more impact in their organisation and the broader community.
- Will bring valuable and diverse professional and life experiences to enrich the peer group.
- Are seeking an experiential learning opportunity, with a practical, activity-based approach.
- Are willing to be challenged, and able to commit time, effort and an open mind.
- Have a sense of their ethical self and want to contribute to a better world.

A limited number of full and partial scholarships are available for leaders from / who work with communities that face marginalisation.



**Before doing WCLP I considered myself an experienced and accomplished leader in my sector. Through doing WCLP I learned how connection, clarity of purpose and understanding of the biggest issues facing our community right now can both inspire and accelerate my contribution in ways that are more meaningful and impactful. I also now have a broader network of friends who challenge and encourage me to bring my best always.**

**MELANIE COOK**

**CEO, HPV Plantations**

**WCLP '23**





# PROGRAM OUTCOMES

## FOR PARTICIPANTS

- A deep understanding of adaptive approaches to leadership.
- The capability and mindset to better navigate complex environments, and issues at the heart of organisational and societal challenges.
- Increased confidence in exercising leadership and mobilising others to create impact and change.
- A greater sense of purpose and understanding of the contribution you can make to your team, organisation, community and beyond.
- Positive impacts in your work and volunteering, and also with your family, colleagues and community.
- A new, life-long, personal and professional peer group.

## SUSTAINED IMPACT

In a 6-month post-program survey of the participants of the 2023 Williamson Community Leadership Program, leaders reflected on **the program's impact six months after completion**:

92%

of respondents reported significant or very significant improvements in their leadership capabilities.

90%

of respondents reported transformative shifts in mindset, beliefs, or leadership actions, with demonstrated impacts in these areas::

- **Enhanced decision-making:** "Feedback has been I am more curious and questioning than directive, without losing decisiveness."
- **Increased work performance:** "I am more effective at my job. In the last 6 months we've have had some big wins on climate resilience, zero carbon supply chains and biodiversity."
- **Collective leadership:** "WCLP reinforced the importance of community contribution and the power of collectives."
- **Broader contribution:** "I see how interconnected societal issues are, and try to use my specific levers to drive positive change."



# PROGRAM OUTCOMES

## FOR EMPLOYERS

- The insights, mindsets and approaches needed to achieve change and productivity, especially in complex and uncertain environments, and on systemic issues.
- Representation for your organisation in a cross-sectoral leadership arena, where leaders are building connections and relationships for impact.
- Expanded leadership perspectives through engagement with stakeholders and teams from a diverse range of backgrounds.
- Collaborative approaches to problem-solving and decision-making to make progress on complex challenges facing your organisation.
- A new understanding and language for leadership frameworks, behaviours, and activities across your organisation.
- A broader understanding of the impact of your organisation in a wider societal context.

## TRUSTED BY



# WCLP FACULTY

The Williamson Community Leadership Program is designed and delivered by expert leadership development faculty and practitioners, with additional insights from guest facilitators and seasoned leaders woven throughout the 10 months.



**DR KATY MCDEVITT**  
WCLP Lead Faculty

Dr Katy McDevitt is an accomplished senior leadership coach and facilitator, who draws on 20+ years of experience developing leaders, teams and partnerships across educational, commercial and nonprofit sectors. A former Director of Learning in higher education and corporate learning, Katy holds graduate qualifications from Oxford and University of Sydney, and is a Harvard-trained Adaptive Leadership practitioner with deep expertise in Adult Development and Transformational Leadership.

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**JODI DEUTROM**  
WCLP Co-Faculty

Jodi Deutrom is a leadership development specialist with over two decades of experience designing and delivering transformative programs. As founder of Brazen Co. and co-founder of Collective Potential, she has led innovative learning experiences, coached senior leaders and supported individuals to build clarity, confidence and impact. Formerly Head of Learning & Development at The Reach Foundation, Jodi brings deep expertise in human behaviour, leadership psychology and adaptive learning. At Leadership Victoria, she shapes programs that empower leaders to navigate complexity with authenticity and purpose.

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**JON EDDY**  
WCLP Faculty

Jon Eddy brings 27 years of organisational leadership experience and deep expertise in coaching, leadership development, team development and culture. Educated in systems thinking, he helps people and organisations tackle complex challenges and see from multiple perspectives. Jon has supported leaders across government, business, community and for-purpose sectors, and is especially skilled at guiding transitions from manager to leader. He chairs the Australian Adaptive Leadership Institute and is an accredited Level III Executive Coach, with training from Harvard's Kennedy School.

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

Chris Kotur is Leadership Victoria's Leader In Residence and a 1994 Williamson Fellow. A strategist and expert facilitator, Chris brings decades of leadership experience across government, community and the public sector. She has worked on three Royal Commissions and is known for guiding leaders through complex challenges and major reform. Chris draws on senior executive experience, deep community insight, and leadership development at Harvard to support adaptation and change at all levels.

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# PRICING 2026

## WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

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Business/Government:  
\$23,625 + GST

NFP\* or self-funded:  
\$19,850 + GST

## WILLIAMSON PLUS

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Includes the full Williamson Community Leadership Program experience  
PLUS 3 x one:one coaching sessions with accredited Faculty  
PLUS an additional diagnostic and debrief

Business/Government:  
\$26,625 + GST

NFP\* or self-funded:  
\$22,500 + GST

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*Is your organisation paying for your Williamson place? If so, they will be invoiced for the bulk of the fee. You will be invoiced for a \$2,200 portion of the total fee as your personal contribution to your development experience.*

*\* NFP rate applies to individuals employed in an organisation registered with the Australian Charities and Not-for-profit Commission.*

## SCHOLARSHIPS

A limited number of full and partial scholarships are available. For more information on eligibility criteria for scholarships visit our website.

## HOW TO APPLY

Entry for Williamson is competitive, and participants must submit an online application through [our website](#).

**Applications open on Tuesday 24 June 2025 and close Monday 11 August 2025.** Some organisations undertake an internal selection process to choose the leader/s they will nominate into the formal selection process. Based on merit (including professional and lived experience), selected applicants will be invited for an interview.

