WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

A unique, immersive, 10-month long development experience for established leaders.

35+
Years of Developing Leaders

1430+

850+
Organisations Represented

LEADERSHIP VICTORIA

FOR LEADERS READY FOR THE BIGGER PICTURE

Today's leaders must respond to challenges that are complex, contested and constantly shifting. Technical expertise alone is not enough. Real leadership requires judgement, courage, perspective and the ability to work across difference.

The Williamson Community Leadership Program gives experienced leaders the space, challenge and cross-sector exposure to strengthen the way they lead in their organisations and broader society.

Over 10 months, participants step outside their usual operating environment and into a diverse cross-sectoral cohort of leaders from the business, government and not-for-profit sectors. Via experiential learning, peer collaboration, exposure to seasoned leaders, and cutting-edge models and tools, they are challenged to test their assumptions, expand their perspectives and examine how they exercise leadership.

Often described as life-changing, the Williamson experience has developed leaders for more than 35 years, who continue to make significant contributions across Victoria and beyond.

Graduates join a trusted network of 1400+ Williamson Fellows, connected by a shared commitment to lead well, contribute to society, support each other, and take the call when leadership is needed.

RETHINK LEADERSHIP.

CREATE LASTING IMPACT.

"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 (WCLP '23)

Chief Medical Officer,

The Royal Children's Hospital

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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 (WCLP '23)

CEO,

HPV Plantations

LEADERSHIP VICTORIA

THE LEADERSHIP THAT COMPLEX TIMES DEMAND.

The Williamson Community Leadership Program challenges experienced leaders to step outside familiar ways of working, strengthen their leadership toolkit, and lead through uncertainty and change.

Participants learn to:

NAVIGATE AMBIGUITY & DISRUPTION

Learn and practise techniques to adapt and thrive in changing, complex and uncertain environments.

LEAD ACROSS DIFFERENCE

Strengthen your relational capability to value and bridge diverse perspectives, experiences and expectations.

BUILD CROSS-SECTOR CONNECTIONS

Forge a trusted, supportive network across the business, government and not-for-profit sectors, that continues long beyond the program.

CHALLENGE ASSUMPTIONS

Broaden your perspective, and examine the values, beliefs and patterns that shape how you and others lead, make decisions and respond to change.

DRIVE PROGRESS

Develop your ability to bring people with you, build shared ownership and make progress when managing multiple and competing priorities.

STRENGTHEN STRATEGIC INFLUENCE

Build your judgement and stakeholder awareness to influence across functions, sectors and decision-making environments.

IS WILLIAMSON FOR YOU?

The Williamson experience is designed for leaders with significant professional, community and/or life experience. It is for those who are ready to expand their influence, strengthen their leadership practice and make a broader contribution.

Participants are selected through a competitive process, considering their professional and personal experiences, as well as the perspectives and contributions they will bring to a diverse cross-sector cohort.

- **Do you have 10+ years of leadership experience?**
- **Are you ready to elevate your leadership capability?**
- **Do you want to strengthen your capacity to lead through uncertainty?**
- **Are you seeking a practical, immersive and challenging leadership experience?**
- **Are you a subject matter expert or strong technical leader looking to expand your capability beyond technical expertise?**
- **Are you ready to contribute more to your organisation or community?**
- **Are you willing to question assumptions, experiment and fully commit to being a more impactful leader?**

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

LEADERSHIP VICTORIA

"I come from the private sector and at the start the community focus felt a bit jarring. I struggled to find the relevance and bring it back to my work and explain why it was worth the investment.

The 'aha' moment was that it's just as much about the process. How do you deal with uncertainty? How do you make change sticky? How do you deal with diverse people who don't always agree? Those things are universal and they're faced in every organisation.

One of the biggest things that's resonated with me is the concept of turning a ripple into a wave. It's stuck with me and meant that, in my leadership, I focus on progress over perfection, making bite size changes, and appreciating how that builds momentum towards a bigger goal."

CATHERINE BOARD (WCLP '25)
Director, Overlays Platform, Future Fund

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THE WILLIAMSON EXPERIENCE ACROSS SECTORS

Business

"After 28 years in banking, my approach to leadership had naturally been shaped by a very corporate setting. You can get very caught up in what's important in the private sector, and that creates a blinkered view of society and leadership.

Now I'm reflecting on how to contribute more meaningfully in my own community, and how to bring key threads of what I learned back into my corporate life."

Emma Dearlove (WCLP '25)
Head of Private Clients,
ANZ

Government

"Before Williamson, I felt stuck in my leadership journey. I'd been quite institutionalised in how I approached leadership, not taking the time to think differently or consider other perspectives.

By digging into what I thought was my issue, it turned out to be something much deeper than I expected. That's allowed me to be a better leader."

Stephen Braithwaite (WCLP '25)
Inspector,
Victoria Police

Not-for-profit

"I'm learning how to ask the right questions of my team, how to make sure they're the ones leading change in different areas, and that I don't need to be that person in every space.

I'm also making sure that we're always led by our purpose and driven by impact. All of that has come straight out of the Williamson program.

Madeleine Buchner (WCLP '25)
Founder and CEO,
Little Dreamers

WHAT MAKES WILLIAMSON DIFFERENT?

The Williamson Community Leadership Program is an experiential leadership program that goes beyond traditional classroom-based learning and in-house leadership development.

There are no assignments or exams. Instead, participants learn through a cycle of exposure, reflection, application and integration.

Participants encounter a diverse range of new people, places and systems, make sense of what they are learning with peers and Faculty, then apply practical frameworks to their own leadership context, building momentum that continues well beyond the program.

10 MONTHS

LEADERSHIP DIAGNOSTICS AND DEBRIEFS

PEER GROUP LEARNING AND CONNECTION

COLLECTIVE ACTION PROJECTS

4
MULTI-DAY IMMERSIVES
2-3 day residential retreats in regional locations (total 11 days, 5 nights)

10
WORKSHOP DAYS
Face-to-face learning days exposing you to new perspectives and experiences

4
WEBINARS
Online conversations with leading thinkers, exploring leadership challenges

4
SPECIAL EVENTS
to connect and create fresh insights on contemporary leadership

LEADERSHIP VICTORIA

SUSTAINED IMPACT

In a 6-month post-program survey of the participants of the 2024 Williamson Community Leadership Program, leaders reflected on **the program's impact six months after completion:**

92%

of respondents rated the program as **highly relevant to their leadership context**, indicating strong alignment with the real challenges leaders are navigating now.

"This will help me work through significant adaptive challenges in my life, with a framework and support available."

93%

of respondents rated their **overall satisfaction with the program at 80% or higher**, reflecting a consistently high-quality learning experience.

"The Williamson Community Leadership Program stretched and challenged me, and is an experience I will never forget."

97%

of respondents expressed **high confidence that their leadership will continue to develop past the program**.

"This year of personal growth has equipped me with new ways of seeing, understanding and relating to people and systems."

LEARN MORE | EXPRESS INTEREST | WATCH VIDEOS

LEADERSHIP FOR IMPACT AND SUCCESS

The Williamson Community Leadership Program is an investment in leaders who can drive organisational performance, and who can adapt and lead more effectively in complex and volatile operating environments.

The program develops leaders with broader perspectives, stronger judgement, and the ability to make progress across teams, stakeholders and systems. By stepping outside their usual context, participants unlock experiences and relationships that in-house programs and ordinary life simply cannot provide.

ADAPTIVE CAPACITY

Navigate uncertainty, disruption and competing priorities without losing momentum.

STRATEGIC INFLUENCE

Help others navigate complexity, and connect action to organisational strategy and values.

STRONGER TEAMS

Strengthen trust, collaboration and performance within/across diverse teams.

PRACTICAL FRAMEWORKS

Apply cutting-edge leadership frameworks to complex challenges, change and decision-making.

NEW INSIGHTS

Bring new perspectives and cross-sector intelligence and relationships back into your organisation.

LEADERSHIP READINESS

Build your confidence, judgement and readiness for progression, succession and broader responsibility.

BETTER DECISION-MAKING

Connect organisational strategy with the broader economic and social context in which it operates.

SUSTAINABLE LEADERSHIP

Manage burnout, maintain perspective and remain effective through prolonged change and competing demands.

LEADERSHIP VICTORIA

TRUSTED FOR LEADERSHIP DEVELOPMENT BY:

PRICING 2027

WILLIAMSON COMMUNITY LEADERSHIP PROGRAM

Business/Government:
$23,900 + GST

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

WILLIAMSON PLUS

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:
$26,900 + GST

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

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 $2,000 + GST 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 (ACNC).

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 candidates must submit an online application through the Leadership Victoria website. Selected applicants will be invited for an interview based on merit (including professional and lived experience). **Applications open on Tuesday, 30 June 2026 and close Monday. 10 August 2026.**

Some organisations undertake an internal selection process to choose the leader/s they will nominate into Leadership Victoria's formal selection process. Contact us for more information.

LEADERSHIP VICTORIA

LEARN MORE

Leadership Victoria is part of the Victorian Leadership Network, an emerging statewide collaboration of Leadership Victoria and the nine regional community leadership organisations across Victoria. Through this Network, our participants and Alumni gain access to a broader network of leaders, professional development opportunities, regional connections, and opportunities to engage with issues and initiatives shaping communities across Victoria.

CONTACT US

ENQUIRE

BOOK A 15 MINUTE DISCOVERY CALL

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Leadership Victoria