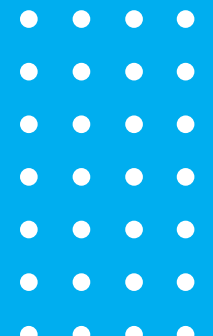




LEADERSHIP VICTORIA

2024 - 2027
Strategic Plan



Our Vision

A prosperous, fair and resilient Victoria, supported by courageous leadership and trusted institutions.

Our Purpose

To develop the leaders, networks and partnerships required to build stronger organisations, trusted institutions and resilient communities across Victoria.

Our Values

We act with courage, integrity, curiosity and respect. These values guide how we work with participants, Alumni, partners and communities, and shape the leadership practices we seek to cultivate across Victoria.



Our Model (Our Theory of Change)



Interventions

Bring together emerging and established leaders from business, government and community sectors.

Build leadership capability, strategic thinking and trusted connections.

Facilitate practical learning informed by real-world leaders and challenges.



Outcomes

Stronger leadership capability and connections.

Better collaboration across sectors and difference.

Broader professional networks and community engagement.

More effective leadership within organisations and communities.



Impact

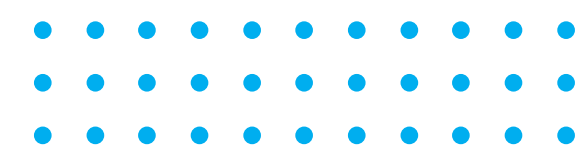
Stronger organisations.

More resilient and connected communities.

Better-informed public decision making.

Long-term economic and social prosperity.





What makes LV unique?

As the foremost leadership organisation in Victoria, LV has been delivering unique programs for over 35 years, including our flagship Williamson Community Leadership Program.

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

Our Alumni network has 7,000+ leaders from across business, government and community, including 1,400+ Williamson Fellows.



2026-2027 Goals

Goal 1: Leadership Excellence

Build leadership capability and connections across Victoria

Goal 2: Strengthen Networks

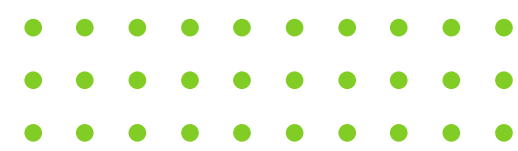
Build an engaged and influential Alumni community

Goal 3: Lead Influence and Impact

Connect leaders to solve Victoria's key challenges

Goal 4: A Sustainable Organisation

Ensure Leadership Victoria remains trusted, relevant and financially strong



Key Priorities 2026-2027

GOAL 1: LEADERSHIP EXCELLENCE:

BUILD LEADERSHIP CAPABILITY AND CONNECTIONS ACROSS VICTORIA

1.1 Deliver high-quality leadership programs: Deliver a recognised portfolio of leadership programs that strengthen leadership capability and connections across business, government and community sectors.

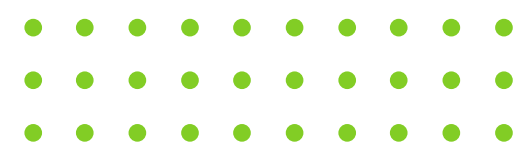
1.2 Grow strategic partnerships: Develop tailored leadership initiatives with industry, government and community partners to address emerging leadership needs.

GOAL 2: STRENGTHEN NETWORKS:

BUILD AN ENGAGED AND INFLUENTIAL ALUMNI COMMUNITY

2.1 Activate alumni engagement: Create a vibrant Alumni network that supports ongoing learning, professional development and collaboration.

2.2 Increase alumni contribution: Enable Alumni to contribute expertise, mentoring, advocacy, referrals and support to Leadership Victoria and the broader community.



Key Priorities 2026-2027

GOAL 3: LEAD INFLUENCE AND IMPACT: CONNECT LEADERS TO SOLVE VICTORIA'S KEY CHALLENGES

3.1 Foster cross-sector collaboration: Create opportunities for Alumni and partners to address shared challenges and contribute practical insights to policy, organisational and community decision making

3.2 Advance leadership knowledge: Develop and share research, insights and thought leadership that strengthen leadership practice across Victoria and beyond.

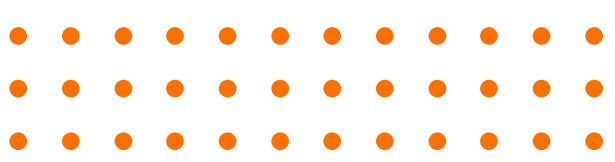
GOAL 4: A SUSTAINABLE ORGANISATION: ENSURE LV REMAINS TRUSTED, RELEVANT AND FINANCIALLY STRONG

4.1 Strengthen financial sustainability: Diversify revenue, grow strategic partnerships and maintain a resilient business model.

4.2 Increase profile and influence: Position Leadership Victoria as a trusted voice on leadership development and civic leadership.

4.3 Grow participation and demand: Expand awareness, reach and program demand across sectors and regions.

4.4 Improve organisational performance: Streamline operations, strengthen governance, invest in team capability and performance, and deliver an excellent participant experience.



Structure and Governance

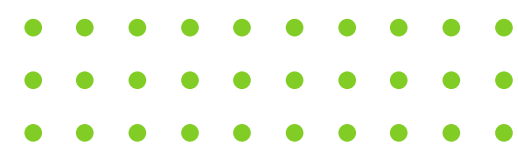
LV is an independent, not-for-profit organisation, registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC). We are governed by a volunteer Board of Directors, many of whom are LV Alumni, and our Chair is Christine Nixon, AO, APM.

LV operates as a social enterprise. We offer a range of open enrolment, fee-for-service programs, and also partner with a range of organisations to design and deliver bespoke programs.

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

LV embraces partnerships with governments, philanthropic trusts and private sector organisations with an interest in supporting leadership development for a prosperous, fair and resilient Victoria.



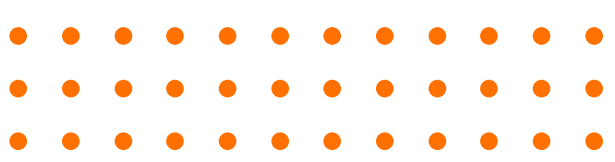


Recognition of First Nation Peoples

LV works on the traditional lands and waters of First Nations peoples across Victoria, and pays respects to Elders as the first leaders of this land. 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 Peoples in LV's work, including First Nations knowledge and experience in our activities, and using our programs and networks to advance First Nations rights and recognition.

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



Belonging & Opportunity

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

We recognise the mosaic of backgrounds, perspectives, and experiences that keep our communities vibrant and adaptable. We aim to ensure that every person can access the same opportunities, recognising that support needs may vary according to differing circumstances to achieve fairness in outcome. We aim to go beyond mere representation, creating environments in which all people feel safe, heard, valued, and empowered to contribute fully.

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

Moreover, leadership should mirror the society it serves. We aim for a greater understanding of the Victorian community, ensuring that our work is relevant, impactful, and sustainable.

Contact us for further inquiries and
information

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