



2022

# Leaders for Geelong

Yearbook

# Acknowledgement of Country

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**The Committee for Geelong acknowledges Wadawurrung People as the Traditional Owners of the lands, waters, seas and skies on which we operate. We pay our respects to their Elders past, present and emerging. We acknowledge Aboriginal and Torres Strait Islander people as Australia's First Nations people.**

## Program Partners

**We thank our partners for their continued support of  
Committee for Geelong Leadership Programs**

### Government Partner



### Major Partner



### Partner



### Scholarships & Grants



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# CEO & Chair Message

## Each year, the Leaders for Geelong program sparks pride and hope at the difference our future leaders are making in the community.

After 17 years, in 2022, to align with the other VRCLP programs across Victoria, the Committee for Geelong launched a refreshed and modernised Leaders for Geelong program, which has been updated to meet the needs of the modern adult learner. Using a blended learning approach, participants engage in a range of workshops, online seminars, interactive “offsite” days around the region, as well as participating in a hands-on community project over a compacted 12-month program.

Guided by newly identified four pillars of learning and experience: Living Leadership, Industry, Community and Connection, the program provides a unique opportunity for participants to engage with each of these pillars in a variety of ways. Jennifer Cromarty is Chair of Regional Leadership, which has oversight of the nine Regional Community Leadership Programs across the state.

We are grateful for the ongoing funding and support from the Victorian Government through Regional Development Victoria, both are vital to the ongoing success of our Leadership Portfolio. The successes would not be possible without the continued support of Leaders for Geelong program partners: WorkSafe (Major Partner) and Kane Constructions (Partner).

We would also like to thank the 2022 Scholarship providers, the Hugh Williamson Foundation, the CFA and Agriculture Victoria, and acknowledge that the Committee for Geelong provides a scholarship for an Aboriginal/Torres Strait Islander participant.

Many thanks also to GMHBA who provide support for our International Women’s Day Breakfast, with proceeds supporting a Leaders scholarship for a young woman. This ongoing support and financial investment enables us to create new opportunities, foster innovation and grow our work in community leadership development. We thank these organisations, for their commitment and future thinking as we continue to design, lead and create a successful future for the Geelong region.

We thank the efforts of Catherine Bell, the Leadership Portfolio Facilitator, and Leadership Portfolio Coordinator, Karen MacAdie, for the support of this group of participants and particularly in the delivery of the community projects, as well as the Committee for Geelong team for the administrative support that takes place and is often unseen.

Congratulations to the 2022 participants, whose projects leave a lasting legacy that will impact and improve community outcomes for years to come.

Finally, we encourage current participants and alumni to take advantage of the opportunities presented via the Committee, as their connection and involvement remains vital to Geelong’s future.



**Jennifer Cromarty**  
CEO Committee for Geelong

**Clive Pugh**  
Chair Committee for Geelong

# Leadership Portfolio Message

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## Congratulations to the 2022 Leaders for Geelong graduates!

We are delighted that this exceptional group of participants has successfully completed the twelve-month program, joining the ever-growing network of Leaders for Geelong Alumni since its inception in 2006.

Each participant has deeply committed to pursuing personal and professional growth and regularly stepped outside of their comfort zone throughout the program. This has been particularly evident with the six exciting and dynamic community-based projects successfully delivered on behalf of a range of organisations throughout the region. The determination of the project teams to unpack issues in the community, deeply engage with stakeholders and build creative solutions has been notable and provided a great deal of learning for everyone involved.

The journey to becoming a successful leader is unique to each individual, but with the benefit of the insights and wisdom of others who contributed to this year's program, these participants are now more equipped than ever to continue on their own personal leadership pathway.

The expertise and insights that all guest speakers and presenters shared so willingly with the participants is fundamental to the program's success and we extend our sincere thanks to all involved. We challenge our graduates to step up and do the same in the future - and pay forward your leadership learning to others who follow you!

The various people and organisations that provided practical support and assistance to participants throughout the program have been critical to the success of every participant. At a personal level, this includes partners and family members, work colleagues and employer organisations, and others who have assisted along the way.

The program acknowledges the ongoing interest and support of Committee for Geelong members, partners and key stakeholders who also contribute so much to the ongoing success of the program. These contributions, both financial and in-kind, ensure that the Committee for Geelong leadership programs continue to build and develop leadership capacity and thereby strengthen the underlying social fabric of the Geelong region.

The Geelong region faces many complex issues that require authentic, resilient and adaptive leadership, both now and in the future. The learnings and insights that the 2022 participants have gained throughout this unique program will help to guide them through such challenges.

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**We look optimistically towards an even brighter future for the Geelong region, with talented and committed leaders like these forging the way forward in our local organisations and community.**

**Our heartfelt congratulations to all 2022 Leaders for Geelong graduates. We can't wait to see what you do next.**



**Catherine Bell**  
Leadership Portfolio Facilitator



**Karen MacAdie**  
Leadership Portfolio Coordinator

# Community Projects

## Introduction

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**Each year, Leaders for Geelong participants work on a community-based project of regional significance. Project teams include leaders with various backgrounds and experiences, who provide strategic, planning, and project development support to the Project Champions.**

Each project has a Project Champion who is the representative of the organisation to whom the project is handed over for subsequent ownership and implementation. Additionally, the project teams are supported by an Alumni Mentor (Committee for Geelong leadership program graduates).

Leaders for Geelong participants undertake the program because they are interested in the community service aspect of leadership. They are keen, devoted and take great pride in these projects. This opportunity provides growth for the participants and also for the community organisations, with some of the most talented, energetic and skilled professionals in Geelong supporting them.

**The support of Committee for Geelong Leadership Program Partners makes it possible for participants to be offered a wide range of opportunities to take part in during the program, including the work on a community-based project.**

## Thank you to Major Partner

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WorkSafe is Victoria's workplace health and safety regulator. We are also the workplace injury insurer. Our job is to reduce workplace harm and improve outcomes for injured workers. This is our promise to the Victorian community and the reason we exist. WorkSafe's headquarters at 1 Malop St officially opened in 2018. This move has brought more than 1000 jobs to the city and more than 700 WorkSafe team members now call the Geelong and Surf Coast region home. Economic modelling estimates that since construction of its 1 Malop Street headquarters began, its presence has injected more than \$670 million into the Geelong region. This direct economic impact is expected to reach \$827 million by WorkSafe's 10-year anniversary in 2028. Since arriving in the city, WorkSafe has become a well-connected member of the community, joining the Committee for Geelong as a Corporate Plus member and as a Major Partner in supporting the Leaders for Geelong program.

# Community Help Campaign, Barwon Adolescent Taskforce Community Project

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In late 2020, after enduring COVID lockdowns, BATForce and Give Where You Live Foundation learnt that many community agencies close over the festive season, coincidentally exactly when the need for crisis support is substantially high. In response, the Give Where You Live Foundation funded BATForce to develop a regional Holiday Help campaign, which provided contacts for accessible crisis support, for distribution via social media.



With minimal funding, the social media campaigns were shared widely, and the accompanying posters were distributed throughout the Geelong region. Post campaign delivery, an analysis of social media analytics articulated that a total of 38,739 individuals were reached, with an average of 75% of users being predominantly female. This analysis highlighted the necessity for crisis support material to reach a male audience, in the right place and at the right time. The Leaders for Geelong project team defined

a communications plan, engagement strategy and launch proposal for the *Right Place, Right Time* Toolkit. The Toolkit is a visual web-based tool designed to support the community, including those who identify as men and fathers, to access health and wellbeing resources and information on demand, at any time.

You can read the full report here: [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_Batforce\\_images\\_updated\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_Batforce_images_updated_small.pdf)

Special thanks to  
Project Champion, Leigh Bartlett, Barwon Adolescent Taskforce and Project Mentor, Luke Gibson, Bendigo Bank





## Andy Bugeja

Plumbing Teacher, The Gordon

The Leaders program has been the springboard of change within my current role as Plumbing Teacher at The Gordon. It has been an extension of my personal learning and growth and has helped me become a leader within my team. Through this immersive approach to leadership, I have found the confidence to own my story with mental health and use it as way to help other people going through similar experiences.

Working closely with the project team to deliver a mental health toolkit for men in crisis, is an achievement that I am extremely proud of. I have constantly been inspired by each individual team member, their capabilities and the professionalism they have demonstrated. Each team member had their own reasons for choosing this project and through this they have brought passion and energy throughout. I cannot speak highly enough of the members of my project team and have loved spending time with them all in creating something we are all proud of.

I thank the Leadership Portfolio for their facilitation and online delivery as well as guests throughout the course, which has enabled me to improve my own practise as a teacher. This demonstration of leadership is just one skill I will take away from this course.

I am thankful for being selected as a 2022 participant and also thankful to The Gordon for believing in me enough to sponsor my participation.



## Casey Buttler

Operations Manager - Service, GMHBA

Having spent this year working with and getting to know our project group, it is no surprise that we all selected this project as our first preference. Whilst we are diverse in our backgrounds, roles, and experiences, we are all empathets and have a shared desire to want to help those in need.

There have been professional and personal challenges that I have been able to pick up the phone and sound out with members of our project team to help me overcome and resolve. Highlights of the program include connections made and the additions to my leadership toolkit.

One of the things I am more mindful of now is how I deliver information to my team and stakeholders, remembering that there are some people who need a lot of detail, and some people just need the broad strokes. Previously, I've only provided the broad strokes, which has likely at times been frustrating for my teams and stakeholders who needed more specific detail. I am also now more aware of the social and economic issues surrounding the Geelong region, and to be a more effective community leader, I have sought out volunteering opportunities and looked for ways to advocate for Geelong, such as joining a committee who hold most of their events in Melbourne and setting up events for them to host locally.

I am grateful to GMHBA for investing in my development and affording me the opportunity to be involved in such a significant program.



## Tania Christoffelsz

Portfolio Director, Finance Business Partners, Finance Control Branch, National Disability Insurance Agency

The Leaders for Geelong program was an enjoyable and rewarding experience, which provided me the opportunity to give back to the Geelong community through a community-based project and further develop personally as a leader through the experience.

My proud achievement has been to work with the BATForce and the project team, where we came together and assisted a project that is delivering support through a community-based toolkit to assist the Geelong community at a time of crisis. To work with fellow Geelong leaders with diverse leadership backgrounds and work experience has been an enriching experience.

I thoroughly enjoyed listening and interacting with Geelong community leaders and Ministers of Parliament about their leadership journeys. Their contribution provided me with valuable insights to which I take away important learnings for my own personal leadership style.

I valued the opportunity to network with my peers in the Leaders for Geelong program and walk away with lifelong friendships.

Thank you to the Leaders for Geelong program for the opportunity.





## Chris Oppert

Director, Sector Programs and Policy,  
National Disability Insurance Agency

“What type of Leader do I want to be?” This is a question that I always keep front and centre as I progress on my leadership journey. The uncertainty of the past few years has provided challenges and opportunities to rethink what leadership and community means to me and to the people around me. Creativity and a willingness to try new things have been a constant thread in the opportunities I’ve faced as a leader in Geelong.

I am thankful to the leadership at my workplace, the National Disability Insurance Agency, for supporting me to participate in the Leaders for Geelong program. The opportunity to work on a high impact community project (and a topic very close to my heart) has let me build my project management experience, develop stronger connections across the Greater Geelong region and build long lasting networks – and of course friendships – with my project colleagues and contacts. Furthermore, the workshops and targeted Masterclasses never failed to get the grey matter of my brain stimulated and often working in overdrive. Diving into and reflecting on my own values and motivations as a leader was as exciting as learning directly from my program colleagues and the many influential leaders across Geelong that took the opportunity to share their journeys with us.

This program has meant that I have greater clarity and understanding about what type of leader I want to be, and a greater set of tools and skills to support me in this journey.



## Jodie Hajduk

Site Manager, Matchworks

Firstly, I would like to thank my employer Matchworks for investing in me, which has given me the opportunity to participate in the 2022 Leaders for Geelong program.

The strength profiling sessions gave me a greater understanding of myself and my leadership style, which identified my strengths and encouraged me to continue to develop and discover new leadership qualities and skills.

Being part of a project group has certainly been a highlight for me. Working with five like-minded people with common values from across the Geelong region has provided me a greater understanding of different business operations, including building new networks along the way.

The program has provided me the opportunities to hear firsthand from the region’s well renowned and respected leaders about the exciting future for Geelong.

Whilst Geelong continues to face and address the challenges and critical community issues, I feel inspired to continue making a positive impact within the organisation I work for and the wider Geelong community.



## Emma Whitelaw

Business Partner, Performance and Change, Golden Plains Shire Council

I am extremely honoured by the opportunity to participate in the 2022 Leaders for Geelong program. I highly value my learnings and am equally proud of my leadership development.

Over the last 12 months, I recognise the professional and personal growth I have undertaken and as I pause to reflect on my journey, I can see how my learnings are being implemented and embraced throughout daily activities. As illustrated throughout the program, I continue to draw on my personal strengths and identify the strengths of those who I am surrounded by. I have learnt that strength spotting is a valuable leadership skill and an attribute I now continue to portray.

I have thoroughly enjoyed collaborating and working alongside like-minded professionals outside of the Local Government sector and have built valuable relationships with members of the Geelong community, which I will continue to cherish.

I have considerable appreciation for all who have supported my journey and wish to acknowledge my colleagues and leaders within Golden Plains Shire Council for fostering a continuous and supportive learning environment.

I applaud the Committee for Geelong for empowering local leaders with the opportunity to develop within the region. The region is enriched with greatness and possibility, and I am proud to call Greater Geelong home. Having a meaningful impact within my community is something I truly value, and I thank this program for providing me with the opportunity to do so.

# Making Change

## Fostering Creative Communities

### Creative Industries Taskforce

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In 2021, during the middle of the evolving COVID-19 pandemic, the G21 alliance, in collaboration with other organisations published a report entitled 'Making Change'. This report set out a Creative Industries Strategy, which outlined a 5-year framework to enhance the creative practices in the region through training, collaborative networks, community engagement and digital accessibility.



Subsequently, a Creative Industries Taskforce was established to oversee and lead the implementation of the strategy. The taskforce contains a broad range of key stakeholders from across the G21 Creative Sector. This community project was created to focus on one aspect of the strategy; the ability to foster the development, marketing and increase in growth for community creative hubs across the G21. It was suggested that this can be achieved via the development of an online digital directory; a directory would be a cost-effective way to connect, foster collaboration and market the G21 creative sector and the many varied creative hubs across the region. Included within the report is a set of recommendations and opportunities for the Creative Industries

Task Force to assist in the successful implementation of a directory. In developing these outcomes, the project team undertook a 3-stage approach of research and community engagement:

1. Understanding Best Practice for Directories - Desktop research was undertaken to review Australian and International directories to understand best practice in the development, design and management of online creative hub directories.
2. Identification and mapping of existing G21 creative hubs - Through discussions with stakeholders and desktop research a wide range of G21 creative hubs were identified and mapped.

3. Interviewing G21 Creative Hubs - a portion of Creative Hubs identified were interviewed. Hubs were able to provide feedback on the benefits of a directory as well as providing input on requirements and features of the directory.

You can read the full report at [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_MakingChange\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_MakingChange_small.pdf)

Special thanks to  
Project Champion, Vanessa Schernickau, Geelong Regional Libraries Corporation, and Project Mentor, Matthew Fletcher, KPMG





## Elyse Macdonald

Operating Services Manager, Surgical Services, Barwon Health

The Leaders for Geelong program has provided me an opportunity to challenge myself personally and professionally. After nearly 12 years working in public health and the past five of those years being in Health Service management roles, I was ready to explore what leadership within my local community truly encompassed. I was eager to learn from others' lived experiences in industries I was not privy to have collaborated with in my career to date. For me, this is integral to building strong future leaders for our community.

The program has provided me the ability to forge relationships through community networks, learning from others' experiences and applying this to theoretical knowledge. This has not only been an informative course, but it has afforded me the opportunities to foster meaningful lifelong relationships across industries and the region. This has been especially true with my project group, the opportunity to develop and refine my theoretical knowledge in project management skills to a community-based project has been the most rewarding aspect of the program.

While learning and providing meaningful growth to the creative industry across Greater Geelong, I have learnt the most from my inspiring project peers.



## Cameron Peel

Manager, Procurement Strategy, Governance and Operations, WorkSafe Victoria

As an emerging leader, the benefits of the Leaders for Geelong program cannot be overstated and I'm extremely thankful for the opportunities that it has provided to me. Throughout the year, I've had the opportunity to listen and learn from many insightful and inspiring leaders and presenters.

While this year has been fun, thought-provoking and insightful, the most important aspect for me was that it was challenging.

At the start of the year, we all jumped on the first full day online workshop as strangers, excited to see what the year would bring. As the year progressed, we finally got to meet in person and form strong professional relationships as well as friendships, which I'm sure will last for a long time. I specifically want to thank the members of my project team, while it wasn't always easy, our project and its outcomes is something we should all be proud of.

As a life-long resident of the G21 region, I've come to realise over this year that as a region, we face some difficult challenges, especially off the back of the COVID-19 pandemic. While there are challenges it is also an exciting time for the region, and it's my hope that I can utilise the skills I've learned through the program to help play a small role in shaping the future.



## Hosanna Siv

Operations Manager, Home Instead Geelong

The Leaders for Geelong program has given me a unique opportunity to be challenged, but also to grow further in my leadership journey. This program has allowed me to come to understand and further develop my strengths as a leader within my current organisation and within the community. It has also given me an insight into the resilience that the Greater Geelong region holds and the way that it is flourishing against the odds. This insight has excited me to continue to find opportunities to invest into the future of the region and be a part of the growth.

Participating in the community project group afforded me the opportunity to meet and work alongside like-minded leaders, who possess various leadership styles, and have collaborated in synergy to produce a project that I believe will continue to change the Greater Geelong community. Moreover, I have enjoyed the chance to listen and experience the evolving Geelong community and feel privileged to call this region home.

As I continue my leadership journey, I feel more confident, and I am excited to continue to have opportunities to listen and advocate for such a resilient and thriving region.



## Emma Standen

Operations Manager, Cancer Services, Barwon Health

What a year it's been! Thank you to the Committee for Geelong for selecting me to participate in the Leaders for Geelong program. I will be forever grateful for the opportunity and I have learnt so much more than I expected this year. A highlight for me was being able to interact with our local creative community; it really opened my mind to a world that I never knew existed.

I would also like to thank my family for their patience and unwavering support. The 12-month program was intensive and when I questioned my ability to execute such a project, they kept me on track and focused. I would also like to thank my sponsoring organisation, Barwon Health. We've experienced incredible challenges in the past two years and I am so proud to work in the public health sector. I hope the leadership skills and experience I have gained this year will help me to be a better leader in the community and lead my team into the future.

Having moved to Geelong in 2015, I was keen to learn more about the city I love. This was a leadership course that allowed me to deliver a tangible group project that contributes something back to the community I now call home. It has made me feel more proud and connected than ever to this amazing region and I can't wait to see what the future of Geelong brings.



## David Young

Manager Vehicle Safety, Innovation and Technology, TAC

At the outset of my involvement in the Leaders for Geelong program, I really wanted to get more connected to my local community of leaders and understand more about the length and breadth of community activities in Geelong and surrounding areas and my experience has been that those hopes and expectations were exceeded through my participation in the program.

Perhaps the most memorable part of the program was delivered through the community project. I was lucky enough to work closely with a great team of leaders from diverse areas in Geelong, which I've enjoyed immensely and learnt so much as a result. This was coupled with the opportunity to learn more about the region's local creative community too and use my knowledge to help set a path for this community to continue to grow and develop.

I couldn't be more excited to see what happens next for our creatives. I would like to thank the Committee for Geelong and specifically the Leadership Portfolio team for delivering this amazing program. I'd also like to thank the community members who gifted their time and knowledge to us as a part of the course. Finally I'd also like to thank and acknowledge the Transport Accident Commission for sponsoring my position in the program.

# Geelong Sustainability

## Activating local connection for global change

**Geelong Sustainability (GS) is a membership-based organisation that until recently, has been entirely driven by volunteer effort with no staff support for its core operations and no capacity to run membership drives. In 2021, an internal human resources audit identified that a shortage of skilled volunteers was impacting the organisation’s current and future work and was severely overloading existing volunteers.**



The objective for the Leaders for Geelong project team was to develop recommendations that will support membership growth for Geelong Sustainability. By increasing membership growth, Geelong Sustainability will have:

- A larger voice for advocating on sustainability issues for Geelong and the G21 region.
- Additional funds to support GS’ activities (campaigns, events, projects & activities).
- Increased access to volunteers and community members to contribute to GS’ work.
- New members with fresh ideas and skills that can leverage existing members’ passion, knowledge and experience.

- Greater diversity and potential future champions & leaders of GS into the future.

To develop recommendations that would support membership growth, the project team conducted research through a review of the literature, a community survey, interviews with similar organisations and a review of current GS membership data. The purpose was to ascertain key themes to build a solid foundation for the recommendations. The topic of membership growth is multi-faceted and complex, so the project team elected to display the research findings in four key interrelated areas that are all significant considerations for sustainable membership growth. The 22 recommendations outlined in the report capture the important factors Geelong Sustainability will need to focus

on in the short and medium term as they work towards building a sustainable membership base. The project team are optimistic that the recommendations outlined, if implemented, will contribute to the success of Geelong Sustainability into the future.

You can read the full report at [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_Geelong-Sustainability\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_Geelong-Sustainability_small.pdf)

### Special thanks to

**Project Champion, Dan Cowdell, Geelong Sustainability, and Project Mentor, Jo Jenkins**





## Kate Archbold

Community Nursing Coordinator,  
Barwon Health

This leadership program has been like no other I've previously participated in. It has allowed me to connect with leaders across industry and exposed me to opportunities to utilise my leadership skills in the community, not just within my workplace.

I've had the opportunity to be inspired by the advocacy of leaders and local organisations and learn about the work they are doing to drive sustainable and innovative improvements for the region.

The program workshops reinforced for me the importance of a leader's role in supporting the wellbeing of a workplace and encouraged me to reflect on what additional things I could do to support my team. This was particularly relevant for me working in health, with a workforce that is experiencing fatigue following two and half years of COVID-19.

The personalised strengths profile was also particularly insightful, providing me with a 'light bulb' moment. Overall, the workshop learnings have helped me to crystallise my career goals and have given me confidence to be 'comfortable with being uncomfortable' during my leadership journey.

A highlight has been the opportunity to participate in a group project; a challenging and rewarding experience that provided me with a valuable opportunity to do some meaningful work for a community organisation whose mission aligns with my values. Thank you to the Committee for Geelong for facilitating, and Barwon Health for supporting my participation in the Leaders for Geelong program.



## Christopher Dewhurst

Volunteer Lieutenant, Ocean Grove  
Fire Brigade, Country Fire Authority

I was proud to be selected by and grateful to CFA for giving me the opportunity to undertake the 2022 Leaders for Geelong program. I had been expecting a busy year and it was certainly that.

I am particularly interested in environmental and sustainability issues and so the community project I worked on was really rewarding. A highlight of the Leaders for Geelong program was the submission of our project reports and presentation. The project team worked really hard and I think produced something we can be proud of, and more importantly that our community organisation really valued.

Another highlight was the trip to State Parliament, which was fascinating. It was really interesting to hear and ask questions of sitting Members of Parliament and State Ministers and their motivations for moving into politics. Sitting in on a live question time was quite an experience.

Leading through change was an area I was keen to explore during the program. A particularly useful and insightful session was one of the Building Blocks of Leadership masterclasses and the topic of 'Leading Positive Change'. Taking a strengths-based leadership approach and looking to nurture team strengths is something I plan to revisit again and again.

I'm most grateful for the opportunity to connect with and get to know a fantastic bunch of local leaders and I look forward to connecting with them all into the future.



## Sienna Mallon

Final Product and Logistics  
Superintendent, Incitec Pivot  
Limited/Dyno Nobel

I was fortunate enough to be awarded the Agriculture Victoria Scholarship for the 2022 Leaders for Geelong program. So far in my career, I have wanted nothing more than to lead and support others throughout their own career and journey. This program has allowed for me to continue to improve my leadership, communication, and self-awareness skills.

I think the most valuable part of the program was engaging with like-minded people also dedicated to improving their capabilities to help others in the workplace. This has created meaningful and colourful discussions to help us better understand different styles of leadership, and the program was designed to expose the group to different industries and conditions to help facilitate new conversation and learning. I have found the program very rewarding, as it has allowed me to look beyond the agricultural industry and better understand people from all walks of life.

The highlight of the program for me was the community focus, being exposed to multiple industries throughout the region as well as volunteering in a community project, which will directly help the Geelong region and has given me a much bigger appreciation for the city. I am also grateful for the friends and connections I have made throughout the journey and look forward to continuing these relationships outside of the program.



## Renee Zebic

Accommodation Operations Village  
Supervisor, BMA

I am so grateful that I was given the opportunity to take part in this program due to being awarded the Young Women in Leadership Scholarship. I started my career in the hospitality industry then moved into manufacturing, which has now led me to the mining industry. All three of these roles being very different, but what they have in common is “leading people/teams”.

I was extremely nervous coming into this program due to not having a tertiary education; I was unsure whether I would have the skillset to keep up with the rest of the leaders. This program has helped me understand the wide variety of different leadership styles, it has opened my eyes to different strengths that I didn't know I had and how to use them to work on being the best leader I can be.

A big highlight in the program, was being able to have an insight to all the community work that happens in and around Geelong. It's fantastic to see how much work goes on behind the scenes, which in turn has made me appreciate Geelong and its community far more.



# Geelong Waterfront Film Membership Recruitment and Retention Strategy 2022-25

The Geelong region offers a diverse and impressive natural landscape from the ocean to the bush, which lends itself perfectly to being a fantastic location for film production. Geelong Waterfront Film was founded to grow the film industry in Geelong, with a specific purpose of facilitating connections with talented local film industry professionals, as well as providing opportunities for local businesses and industries around the region.



For Geelong Waterfront Film to fulfil its vision, the project team needed to develop a membership recruitment and retention strategy to increase member numbers, attract sponsors and develop partnerships across the Geelong region. To understand membership offerings, the team undertook desktop research on existing membership-based organisations within the Greater Geelong region and beyond, conducted stakeholder interviews with film and non-film industry participants, and tested the findings with the Geelong Waterfront Film Board to ensure that the strategy was not only based on best practice, but was practical and achievable.

Another key piece of data collected was in the form of a community survey that was promoted through various channels. The survey was aimed at understanding the community's appetite to support a strong film presence within the region, as well as their wants, needs and expectations as prospective members of Geelong Waterfront Film.

The key findings of the project research have been used to inform the Membership Recruitment and Retention Strategy 2022-25, as well as the recommended membership categories and offerings outlined towards the end of the report. To ensure long-term success, it is important that the findings and recommendations

presented in the report are considered. The hope of the project team is that this project will allow Geelong Waterfront Film to grow and achieve its vision of a strong and successful film industry in Geelong.

You can read the full report at [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_WFF\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_WFF_small.pdf)

## Special thanks to

Project Champion Belinda Lyle, Geelong Waterfront Film Foundation, and Project Mentor Scott MacKenzie, Victoria Police







## Genevieve Hargrave

Communications and Engagement Manager, Geelong and Great Ocean Road Major Projects, Department of Jobs, Precincts and Regions

Thankyou to Regional Development Victoria, who supported my participation in the 2022 Leaders for Geelong program. While I am very fortunate to be working in an area that supports economic development, the program allowed me to learn about the region's history, along with the current initiatives underway and exciting future plans for Geelong.

The new connections made during the program will last a lifetime, and I am thankful to have learnt and laughed with my new peers.

The Geelong Waterfront Film project gave me a broader understanding of the film industry, and was an opportunity to step outside my comfort zone in designing research materials, facilitating interviews with leaders in the region (both nerve-racking and exciting), broadening my data analysis skills and improving my graphic design and speechwriting skills.

Growing my understanding of the region beyond economic development has been interesting, important, and exciting. It will add value to my work and career for years to come.



## Cameron Murnane

Membership Experience Manager, Geelong Chamber of Commerce

I have really enjoyed being a part of the 2022 cohort for the Leaders for Geelong program. The program has given me opportunities to reflect on my own career and leadership journey, what's worked well for me in the past (as well as what hasn't!), and what I want to achieve in the future.

I have thoroughly enjoyed the community-based project work, getting to work closely with a number of people that I may not otherwise have had the chance to work with, has been such a great experience. To watch the different ways that everyone in the group has tackled different challenges, approached differences in opinions, and come together when required to achieve a really great outcome has been a rewarding experience.

What I think I will take away most is that the leaders in the region come from all different backgrounds, experiences and career paths - nobody's journey is the same, and it's not only important to remember that, but to take advantage of all the different viewpoints, skills and knowledge that we have at our disposal.

I want to thank the team at the City of Greater Geelong for supporting me to start this program, and the Geelong Chamber of Commerce for their support in allowing me to see it through while I started my new role with the organisation.

I have been lucky to work for and have the support of both of these fantastic Geelong organisations.



## Michael Roberts

Technology Support Coordinator, Barwon Water

I am extremely grateful to both Barwon Water for my nomination and Committee for Geelong for the opportunity to be part of the Leaders for Geelong program this year.

Leaders for Geelong has been an amazing experience that I will value for the rest of my career. Throughout the program, I have challenged my leadership skills, increased my awareness of the opportunities for the Geelong-city region and developed long-term relationships and friendships with other great local leaders.

Highlights for me have been the opportunity to work in a diverse team on a community project that has a real impact on our community, learning from the guest presenters and facilitators throughout the program, and the opportunity to visit some amazing locations around the region.

My key objectives at the start of the program, were to learn how to effectively influence others and how to lead strategically with purpose. I feel that I have grown in confidence as a leader and have taken every opportunity to push myself out of my comfort zone. I particularly enjoyed the seminars on influencing others and presenting effectively, and I am actively using these learnings in my current role.

As a graduate of the 2022 program, I am committed to continuing my leadership development, building on the relationships I have created and actively seeking out opportunities to contribute to the growth of the region.



## Giovanni Siano

Owner and Director, Home  
Instead Geelong

The Leaders for Geelong program has given me a great opportunity to re-evaluate and refine my leadership style in several ways.

Firstly, the strength profiling and the consultation session were instrumental for me in getting a deeper understanding of my unrealised strengths. I have learned that I need to more frequently use my emotional awareness and persuasion skills to delegate more to others. Being an Incubator (someone who likes to think things through), I like to think and meditate, so I should continue to work more on complex and strategic projects, which is where I get the most juice from life. I have also learned that I should use humour more purposefully to help people feel at ease and spread joy to those in need of a laugh.

Secondly, the project group work was a fantastic learning experience for me to further develop my leadership skills by sharing ideas with like-minded individuals and at times pushing myself out of my comfort zone.

Building on from the Leaders for Geelong program, I would like to continue to expand on my social network with highly influential leaders in our region in order to find new ways to give back to our community on a larger scale. My focus is on empowering my employees to "Change the face of ageing". The Leaders for Geelong program has given me valuable building blocks of leadership to help me accomplish my vision.



## Stephanie Skinner

Language Officer, Wadawurrung  
Traditional Owners Aboriginal  
Corporation

This program has had a huge influence on me, and I've learned more than my brain can digest with tools, strategies, and planning to be an influential leader and how to collaboratively work with small groups to large populations in a shared goal.

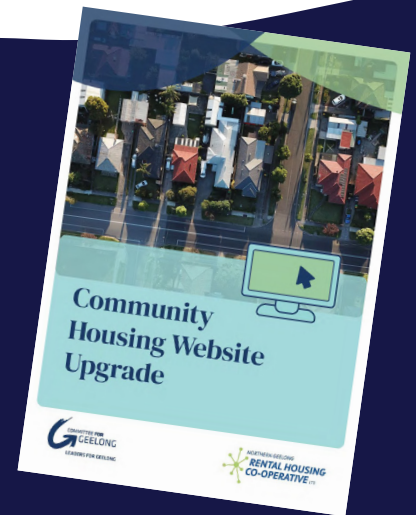
Although there has been lots of great things happening throughout the Leaders for Geelong program, the July Residential really stuck out to me. We learned how to apply creativity at our workplaces, and how to allow for experimentation and celebrate our learnings through building a marshmallow tower! It was such a simple activity but it was fun and engaging, and it provided a lot more insight into how as leaders we can be set in concrete thought patterns, and how we can break out of that routine.

Two things I have taken away from the program are that there are lots of strengths and weaknesses we all have, and we can use that to our advantage in being successful leaders, and, we don't have to take the most linear path on our journeys.

I would like to thank the Leaders for Geelong program for a wild but informative ride towards my journey to becoming a leader, and to the Committee for Geelong for supporting me through the Aboriginal and Torres Strait Islander Scholarship. I will be taking all that I've learned home and using it to support my community.

# Community Housing Website Upgrade, Northern Geelong Rental Housing Co-operative

Every person has a right to safe, affordable, and adequate housing. The lack of social and affordable housing has long been a key issue lobbied for by not-for-profit organisations and community groups to improve government policy and increase the availability of housing that is affordable for people who just need a safe roof over their heads.



Northern Geelong Rental Housing Co-op Ltd (NGRHC) is a not-for-profit community housing organisation that provides low-cost affordable rental housing on behalf of Homes Victoria in the region of North Geelong. Homes Victoria are a government agency who work across government, industry and the social housing and homelessness service sectors to provide stable and secure homes.

NGRHC are responsible for managing a total of 58 properties, collecting rent, and delivering responsive maintenance. The emergence of COVID-19 in 2020, and subsequent lockdowns including government orders to work from home, highlighted a gap in how renters report maintenance issues, and the ability of the NGRHC to address them in a timely manner.

During this period, the NGRHC identified better communication and interaction through the website as a means to improving the issue. The Leaders for Geelong project team were tasked by NGRHC to deliver an improved and more interactive website, where renter-members could have access to a member's portal page, which housed relevant information such as policies and relevant forms. To understand what the renter-members and NGRHC were hoping to see as improved outcomes, a consultation period was held where the team attended sub-committee meetings and a collection of survey data was carried out. The recurring theme was an improved maintenance request lodgement procedure through the website. In addition, implementation of social and visual improvements such as an event calendar, photo gallery, logo redesign and

Acknowledgement of Country. Through the implementation of the website upgrades within the budget constraints and rollout to the members, the NGRHC will be able to address the gaps in their system and provide timely close-out of maintenance requests.

You can read the full report at [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_Community-Housing-Website\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_Community-Housing-Website_small.pdf)

Special thanks to  
Project Champion Vicki Ross,  
Northern Geelong Rental  
Housing Co-operative, and  
Project Mentor Mairead  
O'Sullivan, Barwon Health





## James Barakin

Senior Project Engineer, Besix Watpac

I was fortunate enough to be nominated and sponsored by Besix Watpac to be a part of the Leaders for Geelong program, and I jumped at the opportunity, as I am relatively new to a position of leadership and have recently moved to the region.

The program has allowed me to connect with like-minded people within the region, and to identify and reflect on what my leadership style and strengths are as a leader and the tools I can use to continue to learn and grow. It was also a great opportunity to be exposed to and understand diversity and inclusion of both industry and people within the region and how much the Geelong city-region has to offer now and for the future.

The highlight of the program was being able to contribute and give back to our community project and assist the Northern Geelong Rental Housing Co-operative in improving their website and experience for their renter-members. It was my first experience working with a community organisation and has made me reflect on what other social enterprises and community organisations I can become involved in to contribute to the region.

The program curriculum and comradery we built is something I will always look back on and use during my professional career.



## Andrew Carmody

Funding Coordinator, WorkSafe Victoria

Participating in the Leaders for Geelong program has been a fantastic experience for my leadership journey. I have been privileged to hear from so many community leaders from various backgrounds during the year who have openly shared their own lived experiences.

The program has given me a greater understanding on identifying personal strengths and effectively engaging with the many different personality types that we are exposed to in a workplace. The diverse range of topics covered (i.e. innovation, change management) and the awareness that the many wonderful community projects provided, has given me a real connection to what is happening around the Geelong community.

Another real highlight from the year has been the opportunity to network with other emerging leaders from the region and then work directly with a really talented group on our collective project.

I would really like to thank WorkSafe Victoria for providing me the opportunity to participate in the program, which has been an amazing experience.



## Darcy Clissold

IT Manager, gforce employment + recruitment

Without a doubt, the highlight of the program for me was meeting and working with 30 other professionals from across the region. I was constantly intrigued and amazed by the diverse experiences and skillsets in the group and each session provided opportunities for sharing stories that energised and motivated me. I was lucky enough to be part of a fantastic project group whose strengths were so complimentary that our project ran incredibly smoothly and provided a thoroughly enjoyable group project – a rarity in my experience!

The early work that we each completed in understanding our strengths created a lot of penny-drop moments for me, and being able to understand how to manage the energy-sapping Learned Behaviours was a skillset I was utilising weekly.

One of the experiences I found to be most beneficial was the rigour around the community projects, and being able to get expert guidance across presenting our scope to a panel, performing our presentation in front of the Leaders group, working with professional designers to develop the report, and learning to project our voices using the unforgettable pantomime of throwing javelins. Having those opportunities for expert and collegial feedback wasn't just useful for the completion of our community project but provided learnings that I'm sure will stick with me going forward.

Having been immersed in community organisations I wasn't previously familiar with, and working alongside leaders from a range of local businesses further inspired me to continue my community leadership journey.



## Ben Lusby

Site Foreman, Nicholson  
Construction

The Leaders for Geelong program has provided me with a wealth of knowledge further enabling me to grow as a leader. During the Opening Residential, I felt nervous and was out of my comfort zone as I had not participated in anything like it before. Prior to the program, my time spent reflecting on the person I was and the leadership qualities I possessed was limited. Learning about my strengths using the strength profile tools the course provided, highlighted my leadership traits, which allowed me to further refine these skills and grow as a leader.

The program has broadened my horizon on the great work completed by many organisations within my local community.

Coming into the program, I was fresh into my leadership journey and I have now gained further skills to develop as a leader, my key learnings in change management and influencing those around me, puts me in great stead to be a strong leader within my local community.

The program has also highlighted some of the challenges faced within our local community, which has prompted me to reflect on some of the key issues at hand, and how I could do my part to help change. In particular, collaborating with the Northern Geelong Rental Housing Co-operative has driven my passion in construction to look into ways housing development for those in need is critical within our society.

Thank you to the team at Nicholson Construction who enabled me to pursue this once in a lifetime opportunity.



## Laura Murphy

Coordinator Strategic Planning,  
Golden Plains Shire

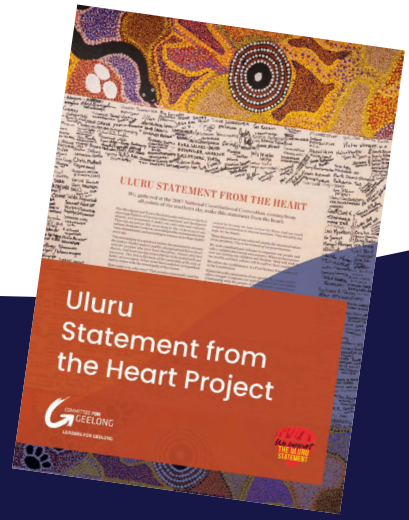
How thankful I am to have been given the opportunity by my employer, Golden Plains Shire Council, to participate in this valuable program. It certainly has allowed me to explore and build upon various elements of my leadership both professionally and personally. I have been particularly inspired by the array of speakers and leaders in the Geelong community, who demonstrate immense passion for their cause and or organisation. Visiting and listening to dedicated staff at the new Anam Cara House was a highlight. The respect and compassion shown from their team in caring for those nearing the end of their life was very heart-warming.

I also greatly enjoyed working in a small team on a project to support a local rental housing cooperative. Rarely do I get to work on something meaningful outside of my usual workplace, and I have a newfound respect for those in our community who have the relentless task of trying to home the significant number of vulnerable people in the region.

Before the program, I had underestimated the importance of building relationships, and this is certainly something I have been working on as a result of participating in this program, along with putting into practice the many other tips and tricks associated with being a great leader.

I am looking forward to volunteering in my own community, and further progressing my leadership journey.

# Uluru Statement from the Heart Project



## This project has been based on providing support for the Uluru Statement from the Heart.

The project team have approached this with the intention of laying the groundwork in the Geelong region for the Voice of First Nations people to be enshrined in the Constitution. In May 2017, over 250 First Nations delegates from all points of the Southern Sky gathered in the shadow of Uluru and put their signatures on a historic document. The Uluru Statement from the Heart was agreed through a series of regional dialogues. There were 12 dialogues and 1 regional meeting held across the country. These dialogues culminated in the National Constitutional Convention at Uluru in 2017, and the signing of the Statement. The Uluru Statement from the Heart, addressed to the Australian people, invited the nation to create a better future via the proposal of key reforms to empower their people and take a rightful place in their own country.

**The Statement calls for:**

- The establishment of a First Nations Voice enshrined in the Constitution.
- A Makarrata Commission to supervise a process of agreement making between governments and First Nations.
- Truth telling about history.

This project set out to benefit the Geelong region through 'Building the Swell' of understanding about the Uluru Statement from the Heart. The approach was to plant a seed, raise awareness and rally support. A central tenant of the project was to measure current sentiment, develop a communication plan and identify regional champions to progress the swell. The project team acknowledge that this has been a journey of learning for themselves and acknowledge they do not have First Nations heritage. The project was approached through the lens of listening, learning and respecting. Importantly the project recognised this as not just a First Nations issue, rather, a whole of community issue. The project has deliberately focused on understanding the regional view and remaining apolitical. It is important that any next steps incorporate more First Nations and community views and voices. This should include both a local and National Lens.

There were two significant occurrences after the commencement of the project. The first being Prime Minister Anthony Albanese recommitted to the Uluru Statement from the Heart during the Welcome to Country ceremony at the

beginning of his victory speech on the first day of the 47th Parliament sitting in 2022. The second, was Victorian Parliament passing historic Treaty Authority legislation on August 16, 2022. Due to the project timelines, there was limited opportunity for extensive immersion in conversations to hear a broader range of voices. It is hoped that the project has achieved a deeper understanding of the Uluru Statement from the Heart in the Geelong Region and provided a springboard for further action.

You can read the full report at [https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG\\_Report\\_UluruStatement\\_small.pdf](https://www.committeeforgeelong.com.au/wp-content/uploads/2022/10/LFG_Report_UluruStatement_small.pdf)

**Special thanks to**  
**Project Champion, Paul Davis, Wadawurrung Traditional Owners Aboriginal Corporation, and Project Mentor, Kit Kline, Nature Based Therapy**





## Cassie Citroen

Strategy Insights Manager, TAC

I really appreciated the opportunity provided to me by my employer, the Transport Accident Commission, and the Committee for Geelong to be part of the 2022 Leaders for Geelong program. The program opened my eyes to so many exciting things happening in the region and it was wonderful to meet many great people doing great work.

The community project that I undertook was challenging and I learnt a lot about the forming and storming of a community project team and about my own personal leadership style and preferences. I look forward to bringing back new ideas to my own organisation.



## Antonio La Torre

Practice Principal, Rubi Architects

The Leaders for Geelong program has significantly impacted my decision-making in why and how to develop, manage and innovate for our community.

Through the program, I gained surety in my personal-professional and business pathways that will be invaluable in guiding my actions into the future.

My position as a living and working 'Pivotonian' is to contribute with sensitive impactful actions towards the improvement of Greater Geelong.

I appreciated the program's core skills development in leadership, change management and creative thinking, after which I developed confidence in taking on bigger and more ambitious projects.

I also felt the program's emphasis on building personal and professional networks was excellent. I made new connections and gained insight into private and public sectors far removed from my usual work.

A personal highlight was the opportunity to listen to presentations from current regional leaders; their passion and dedication to their roles was clearly visible and inspiring. I was particularly moved by the visit to Anam Cara House, and the exceptional presentation on leadership that we heard there.



## Kathy McEwan

Director Strategic Advice, National Disability Insurance Agency

The Leaders for Geelong program was perfect for me, as I learn through immersive action-based approaches. My goals included expanding my strategic network, linking more to community, and building my professional profile.

I have undertaken many leadership courses, but none have focused on strengths or contributing back to the community. This program has enabled me to move from focusing on my deficits to embracing and promoting my strengths, as a person and a leader, and the unique value that I can bring.

Participation in the program has consolidated my view that when we embrace the individual, diversity, capability, and the strengths, that better outcomes are achieved. Undertaking a community project was a great way to apply my new knowledge, strengths (unrealised strengths), while contributing back into the community. Personally, I am now consciously using this knowledge daily and continue working on honing my unrealised strengths.

There have been so many highlights but a standout for me has been working on a project that aligned to both my values, skills, and my strengths.

Through this program I have grown in my knowledge of the Geelong region and been exposed to a range of new stakeholders, leaders, and experts. I have been able to utilise these new networks to inform current work and consider where I might give back to the community.

I would like to thank the National Disability Insurance Agency for investing in me and sponsoring my position in this program.



## Kimberley Sinnott

Development Manager, Geelong Arts Centre

The Leaders for Geelong program has been an incredible experience that has allowed me to develop a deeper understanding of exciting projects and key issues, and, in the region, build skills as an emerging leader and to further expand my networks across our community.

Throughout the program, it was inspiring to hear from a number of community leaders about their own leadership journeys and their passion for the region, especially as Geelong grows and changes. It is truly a great time to live and work in Geelong.

The program challenged me to think about community issues differently, connect in with the region more broadly and taught new approaches to inform my leadership and engagement styles with my team, peers, mentors and those I admire. I'm sure these learnings will prove invaluable during the progression of my career.

A key highlight of the program was being able to delve deeper into areas of interest, in particular to learn more and engage with the local First Nations community. The community project is quite timely and as the Geelong city-region and Australia changes, it feels incredible to contribute to such a profound community project that can make a difference.

I'd like to thank the Committee for Geelong, my project team, and fellow participants for sharing such a meaningful experience. I'd also like to thank my organisation, Geelong Arts Centre, for the amazing support and the opportunity to learn and grow through the program.



## William Rivera Ramirez

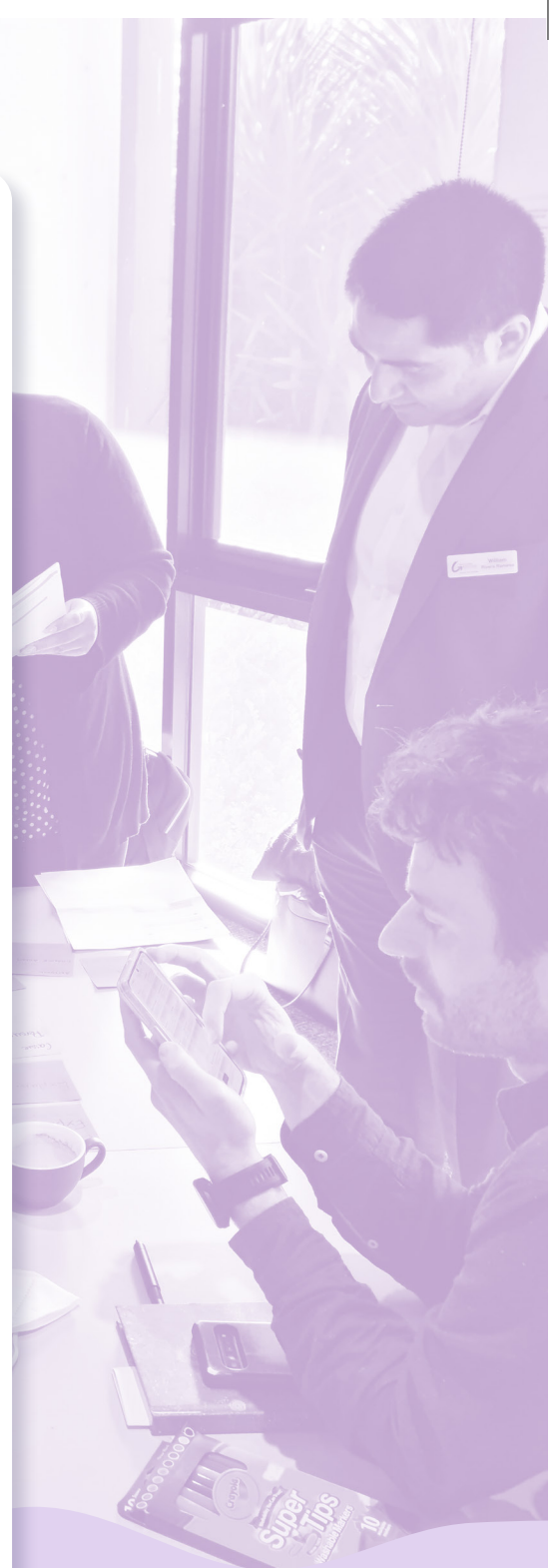
Project Manager, Department of Defence

The Leaders for Geelong program has provided an incredible professional and personal experience for me in 2022. From the broad range of workshops and discussions, the high calibre of guest speakers and the relationships formed with my peers, the program has been truly enriching in every possible way.

I have already put the learnings from the program to use in my professional life and in my community volunteering commitments.

There is no doubt that this program has effectively equipped me to give back to the community and I know I will continue to use these learnings throughout my life.

The Leaders for Geelong program has truly been a career shaping and life enhancing program to participate in. I am deeply grateful for the support of the Hugh Williamson Foundation in sponsoring me to participate in the Leaders for Geelong program. In particular, I would like to acknowledge the Trustees of the Foundation.





# Events and Seminars

Date	Topic	Speakers
Thur 20 Jan 2022	<b>Welcome Webinar</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Thur 27 Jan 2022	<b>Online Opening Residential</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Mary Shuttleworth, Wadawurrung Elder Wadawurrung Traditional Owners Aboriginal Corporation Justin Giddings, Chief Executive Officer AMDA Damien O'Malley, Director and Senior Consultant OMC Group Clive Pugh, Chair Committee for Geelong Jennifer Cromarty, Chief Executive Officer Committee for Geelong
Fri 28 Jan 2022		Rebecca Bartel, Senior Commercial & Strategic Partnerships - Government & Industry Deakin University Professor Iain Martin, Vice Chancellor Deakin University Tracy Carter, Deputy Executive Director / Marketing & Communications Manager Tourism Greater Geelong and the Bellarine Kerri Erler, Director Regional Operations - Barwon South West Region Regional Development Victoria Robyn Stevens, Director Community Life Jennifer Conley, Chief Executive Officer Geelong Manufacturing Council
Mon 31 Jan 2022	<b>Master Class 1: Mindset of a Leader</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Tue 22 Feb 2022	<b>Building Blocks of Leadership #1</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Mon 28 Feb 2022	<b>Master Class 2: EI for Leaders</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Wed 9 March 2022	<b>Project Pitches Webinar</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Jennifer Cromarty, Chief Executive Officer Committee for Geelong Paul Davis, Chief Executive Officer Wadawurrung Traditional Owners Aboriginal Corporation Vicki Perrett, President Geelong Sustainability Belinda Lyle, Executive Director Geelong Waterfront Film Foundation Michael Stangel, Director Geelong Waterfront Film Foundation Chris Bryan, Director Geelong Waterfront Film Foundation Vicki Ross, Manager, Northern Geelong Rental Housing Co-operative Ltd Kylie Fox, School Focused Youth Services Coordinator & Communications Barwon Adolescent Taskforce
Mon 28 March 2022	<b>Master Class 3: Networking Skills</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Wed 30 March 2022	<b>Business &amp; Tourism Offsite Day</b>	Brett Ince, Executive Director Tourism Greater Geelong and the Bellarine Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Darren Burke, Winemaker, Jack Rabbit Estate

# Events and Seminars

Date	Topic	Speakers
Thur 7 April 2022	<b>Introduction to Projects &amp; Meet Your Mentors</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Luke Gibson, Senior Branch Manager Bendigo and Adelaide Bank Scott McKenzie, Project Manager Victoria Police Mairead O'Sullivan, Manager, Healthy Communities Barwon Health Matt Fletcher, Associate Director, Geelong KPMG
Tue 26 April 2022	<b>Master Class 4: The Art of Influence</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Jennifer Cromarty, Chief Executive Officer Committee for Geelong
Tue 3 May 2022	<b>Pre-Project Governance Panel Briefing</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Tue 10 May 2022	<b>Equity and Wellbeing Day</b>	Rebecca Smith, General Manager Community Aged and Disability Cultura Corrie Inei, Manager Employment Services Cultura Paul Burns, Qi Gong Instructor Pinpoint Acupuncture Geelong Jennifer Fry, Director WorkSafe Victoria Lisa Aitken, Wellbeing Manager WorkSafe Victoria Dr Hugh Seward, Chair Active Geelong
Tue 24 May 2022	<b>Project Governance Panel</b>	Ashley Clearihan, Director Community Engagement External Affairs WorkSafe Victoria Jennifer Cromarty, Chief Executive Officer Committee for Geelong Kerri Erler, Director Regional Operations - Barwon South West Region Regional Development Victoria
Mon 30 May 2022	<b>Master Class 5: Strategic Planning for Leaders</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Tue 21 June 2022	<b>Building Blocks of Leadership #2</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Dr Andrea North-Samardzic, Director - Women's Entrepreneurship Research Alliance and Senior Lecturer in Management Deakin University
Mon 27 June 2022	<b>Master Class 6: Talent Management Fundamentals</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Wed 13 July 2022	<b>Innovation and Creativity Residential</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Tonya Meyrick, President Creative Geelong Adrian Hart, Chief Executive Officer Anam Cara House David Spear, Consultant - Business Resilience and Growth Program Facilitator RunwayHQ Stephanie Skinner, Language Officer Wadawurrung Traditional Owners Aboriginal Corporation
Wed 3 Aug 2022	<b>Presentations to Inspire Seminar</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Mon 25 July 2022	<b>Master Class 7: Writing Your Project Report</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Mon 29 Aug 2022	<b>Master Class 8: Strengths-Based Leadership</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group

# Events and Seminars

Date	Topic	Speakers
Wed 17 Aug 2022	<b>State Parliament Day</b>	Stuart Grimley MP, Derryn Hinch's Justice Party Christine Couzens MP, Member for Geelong The Hon. Harriet Shing, Minister for Regional Development The Hon. Matthew Guy, Leader of the State Opposition Andy Meddick MP, Animal Justice Party
Thur 15 Sep 2022	<b>Presentation Feedback Session</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Mon 26 Sep 2022	<b>Master Class 9: Leading Through Crisis</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Jason Doherty, General Manager Victoria - Lifeline Direct Lifeline Australia
Wed 5 Oct 2022	<b>Arts and Culture Night</b>	Joel McGuinness, Chief Executive Officer Geelong Arts Centre
Thur 13 Oct 2022	<b>Project Presentation Lunch and Workshop</b>	Roxie Bennett, Director Strategic Relationships Scale Facilitation Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Wed 19 Oct 2022	<b>First Nations Leadership Day</b>	Marsha Uppill, Director Arranyinha Pty Ltd Corrina Eccles, Wadawurrung Woman Wadawurrung Traditional Owners Aboriginal Corporation
Mon 31 Oct 2022	<b>Master Class 10: Leading Diversity and Inclusion</b>	Dr Bree Gorman, Managing Director Bree Gorman Consulting Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Thur 10 Nov 2022	<b>Closing Seminar</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Clive Pugh, Chair Committee for Geelong Damien O'Malley, Director and Senior Consultant OMC Group
Mon 21- Tues 22 Nov 2022	<b>Canberra Delegation</b>	Senator The Hon Sarah Henderson MP The Hon Richard Marles MP, Deputy Prime Minister of Australia Libby Coker MP, Member for Corangamite Dr Helen Haines MP, Member for Indi Adam Bandt MP, Leader of the Australian Greens Cal Bruton OAM, Director, Bruton Basketball Pty. Ltd. Leonard Hill, Deputy Chief Executive Officer and Chief Operating Officer, AIATSIS
Mon 28 Nov 2022	<b>Master Class 11: Financial Literacy for Leaders</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Julie Hunter, Finance Specialist Huntercorp Investments
Wed 30 Nov 2022	<b>Serving on Boards and Committees Webinar</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Jennifer Cromarty, Chief Executive Officer Committee for Geelong
Mon 5 Dec 2022	<b>Master Class 12: Positive Leadership Practice</b>	Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group
Thur 8 Dec 2022	<b>Graduation</b>	Jennifer Cromarty, Chief Executive Officer Committee for Geelong Catherine Bell, Leadership Portfolio Facilitator and Director Bell Training Group Steve Hocking, Chief Executive Officer Geelong Cats Clive Pugh, Chair Committee for Geelong

# COMMITTEE FOR GEELONG

LEADERS FOR GEELONG

Committee for Geelong Ltd

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Find out more about the Leaders for Geelong program at  
[www.committeeforgeelong.com.au/leaders-for-geelong](http://www.committeeforgeelong.com.au/leaders-for-geelong)

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