
2018/19

Leaders for Geelong

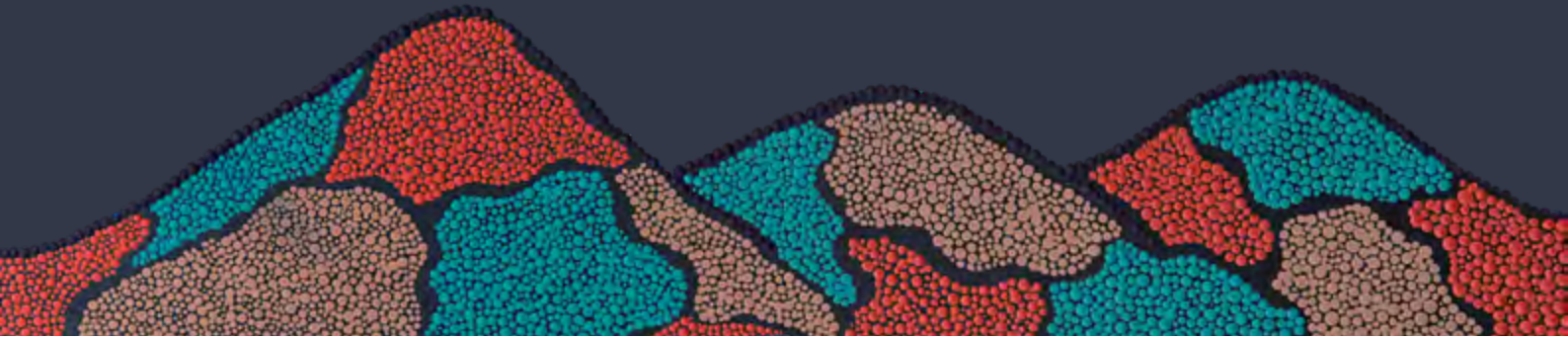
YEARBOOK



We Acknowledge

The Committee for Geelong acknowledges Aboriginal and Torres Strait Islander people as Australia's First Nations people and the Traditional Custodians of the land and waterways.

We pay our respects to the local Wadawurrung people of this land, their Elders past, present and emerging.



Government Partners



Major Partners



Partners





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Minister for Regional Development

The Andrews Labor Government is proud to support the development of local leaders across rural and regional Victoria.

Developing community leadership skills builds more resilient communities who are able to identify challenges they face and develop local solutions.

Each year, the Leaders for Geelong program works with future leaders who will drive positive change within rural and regional communities across the state. The knowledge and skills graduates have learnt and the networks they have developed as part of this program mean local communities will be better placed to respond to social and economic challenges.

It's essential that community leaders don't work in silos - and engage with other leaders across their region, and with governments, to collaborate and fix local problems.

Well done to the graduates of this year's leadership program. I hope undertaking this program has provided you with the self-confidence to become an even better leader and advocate. I congratulate you all for dedicating your own time, energy and enthusiasm to the program and your community.

You are joining more than 3,700 state-wide leadership alumni - and this network continues to grow. Last year, the Labor Government was proud to support the Victorian Regional Community Leadership Program to develop an online portal. The portal is

now up and running, and I encourage you to use it to continue building your leadership capacity and apply your skills more broadly across the state.

I look forward to meeting with you in my role as Minister for Regional Development, Minister for Agriculture and Minister for Resources.

**The Hon Jaclyn Symes
Minister for Regional Development**





Committee for Geelong's Message

The Committee for Geelong is committed to designing our best future.

The 2018/19 Leaders for Geelong (LfG) program participants dedicated themselves to projects that align with the Committee for Geelong's (CfG) strategic intention of delivering a collective voice and leadership in the region.

The LfG program provides opportunities to:

- Develop agile mindsets across business, government and community sectors.
- Support the role of innovation within the community.
- Shape future leaders who will drive economic productivity and social equity in Geelong.

The enthusiasm and engagement presented from 2018/19 program participants has been outstanding. Whilst each individual has experienced a different journey, the discernible bonds that have developed are a unique benefit of the program. These participants are now graduates, and we congratulate them for all they have achieved over the last two years; the time commitment, dedication to projects, attendance at seminars and taking advantage of all that is offered via the LfG program. We applaud you!

We would like to take this opportunity to thank our valued members, organisations, stakeholders and individuals who have supported

the continued success of the CfG's Leadership portfolio. We especially acknowledge the Victorian Government and the Minister for Regional Development, The Hon. Jaclyn Symes, for her ongoing commitment and funding of the Leaders for Geelong program through Regional Development Victoria.

We are grateful to our Leaders' partners who help lay the foundations of our financial support:

- genU
- Victorian Regional Channels Authority
- Agriculture Victoria
- Avalon Airport
- Bisinella Developments
- Geelong Connected Communities
- Kane Constructions
- The Hugh Williamson Foundation.

We also want to express our appreciation to employer organisations and family and friends

who have supported graduates during their participation in the LfG program.

To the Leadership Portfolio Manager, Janelle Meyes, who is the backbone of LfG, we are sincerely appreciative of your commitment, creativity and dedication to ensure the programs are professionally curated and disseminated. The participants are better prepared to lead in their organisations and the wider community as a result of LfG activities.

Stimulating economic and social prosperity and leadership continue to be a key focus for the CfG. We look forward to following the progress of these graduates as they continue their quest as leaders to support the growth of our region. We are confident that the LfG Portfolio team and alumni will continue to be positive and creative campaigners for leadership growth in our community.

CfG Chairperson Dan Simmonds and CEO Jennifer Cromarty



Ambassador's Report



As a group there was a desire to see more inclusive and healthier communities.

Despite feelings of intimidation and many questioning their right to be there, the 2018/19 Leaders for Geelong program began with a two-day opening residential that developed the camaraderie that ultimately characterised our group. It featured good humour but at the same time uncovered vulnerabilities and honesty.

The first year of the program provided twice-monthly opportunities to explore - in depth - the key challenges and opportunities facing our region. At events and seminars, a diverse range of inspiring speakers shared their leadership insights and wisdom in an open, engaging and genuine manner.

The program structure facilitated strong professional relationships between participants and the impressive leaders of Geelong that

we were fortunate to spend time with; from magistrates, to politicians, educators, councillors and CEOs, we realised how blessed we are to have authentic, adaptive and visionary leaders in our region.

The second year saw us rolling up our sleeves and contributing to building a better future for Geelong. As a group there was a desire to see more inclusive and healthier communities.

The projects undertaken reflected a passion for inclusion and advancement of First Nations Australians, of acknowledging women that have made a difference in Geelong, of supporting people settling in to a new country and for removing barriers for people disadvantaged by postcode.

A fifth project promoted mental-health focused practices and refreshed the strategic agenda of a local organisation, which is now better equipped to provide support to people needing advice to rally their mental health.

As each of us have reflected on the last two years, several common themes have emerged.

We are committed to:

- creating change;
- instilling diversity and inclusion in local communities;
- challenging the status quo;
- continuing the journey;
- resetting our approach as leader; and
- finding solutions through the resources and peers around us.

As a result of our experience with the Leaders for Geelong program, we are stepping into community roles, stretching ourselves professionally and have a strong desire to do more in the future as volunteers, board members, coaches, mentors and leaders.

2018/19 Ambassadors Anne-Louise Dawes and Jason Wilde





Message from the Leadership Portfolio Manager

Focusing on innovation rather than performance and on guiding rather than administering, requires self-awareness, a willingness to be creative and the courage to be vulnerable.

The 2018/19 Leaders for Geelong program participants have demonstrated an unwavering commitment over the past 2 years.

Undeterred by some unforeseen circumstances that arose, such as job changes, international secondments, babies being born, losing family members and the general stresses that are dealt in life, the graduates navigated a path to success with resilience.

The dedication to personal capacity building and to the community-based projects has been admirable. The determination to unpack issues in the community and build potential solutions and frameworks to change their status has been both rewarding for the participants and those who benefit from such projects.

The LfG program is not curated by chance. Each activity, seminar and guest speaker, has intentionally been selected for betterment of the individuals involved. The program requires its participants to become uncomfortable and difficult conversations encouraged.

This group of people have developed awareness of self and their surrounds and have learned to lead authentically.

On reflection of the individuals who are now graduating, it is clear they have benefited from the opportunity to network and discover a support group that otherwise would not have existed. It is wonderful that they are able to take that into their professional roles and the community.

Year after year the program is enriched thanks to the keynote speakers and presenters who generously share their time and stories with candour, which is vital to the success of the program. To those individuals, we thank you.

Without the support of the sponsors, Committee for Geelong Members, Alumni, partners and other stakeholders, the LfG program would not be possible.

I'd like to specifically thank Regional Development Victoria, genU,

Victorian Regional Channels Authority, Agriculture Victoria, Avalon Airport, Bisinella Developments, Geelong Connected Communities, Kane Constructions and the Hugh Williamson Foundation.

To the 2018/19 participants, congratulations! I look forward to our ongoing relationship as you become LfG Alumni and to observing your future achievements in community leadership.

**CfG Leadership Portfolio Manager,
Janelle Meyes**





From left to right: Dean Crewther, Carly Flakemore, Louise Goodwin, Sarah Cunningham, Craig Stevens

Community Web of Protection

Improve community safety by creating a web of protection for local Afghan Youth, which will create a more cohesive, inclusive and resilient community.



The 'Community Web of Protection' is an ideological framework being implemented by Victoria Police, Western Region as a model for broader co-agency influence in cities and towns to strengthen vulnerable groups and communities.

The project is focused on the Afghan Community, an emerging group faced with significant challenges both internally and externally.

The Greater Geelong Region is a thriving community, being an aspirational destination for current and future families from around the region/State/Country

and internationally. Geelong's progression and growth as a community is in the process of embracing those who are facing disadvantage. This involves the whole community playing its part in providing a Web of Protection for those who are at greatest risk of further disadvantage.

Unfortunately, due to the cost and shortage of private rental properties in Geelong, the majority of new migrants, refugees and asylum seekers are forced to settle in the Northern Suburbs where a large number of rental properties are available. This puts additional pressures on an already under-resourced part of our community.

The project aim was to investigate and identify the issues, challenges and barriers impacting on the local Afghan community. The project addresses early intervention and linkage for those in need to appropriate services. Through formal referrals, engagement with education platforms and enhancing community safety and research employment opportunities presents a model of support that provides a 'Community Web of Protection'.

Keep an eye on the CfG website for the full report.



Sarah Cunningham

Project Support - Northern Futures

The LfG program came at the perfect time for me. It's been challenging whilst also managing a newborn, young family and work commitments, however it was something I really wanted and needed. For me, the opportunities through the LfG program have been amazing, inspiring, stimulating, thought-provoking and grounding.

Leadership isn't just about who you know, its about who you are, the qualities you bring and how you use them to support those around you. It's confirmed that Geelong is a place of untapped potential, where I want to be, continuing the great work of the leaders who came before us.



Louise Goodwin

Manager Apprenticeship Services - Gforce Employment Solutions

The leadership program has been a great experience for me. I have grown in many ways, such as developing the confidence to speak publicly without getting too nervous and to be able to introduce myself to new contacts at networking events.

I have learnt that to be in a leadership role you do not have to know everything. I know I can call upon my colleagues who have great knowledge of the industry and that we can work together toward the success of our department.

I have met some amazing people through the leadership program and learnt a lot about the business community of Geelong and wider region. It is important to work together for a better community overall.



Dean Crewther

DES Implementation and Integration Manager - MatchWorks

The opportunity to undertake the LfG program has been a unique journey with some of Geelong's best and brightest. Sharing the many leadership development opportunities that is afforded through the LfG program with an extraordinary group of individuals has fuelled great personal and professional growth to date and will continue into the future.

Being an adopted Pivotonian, the LfG program has presented occasions to be immersed in all aspects of Geelong corporate and social associations and this has been life-changing. The focused work on the Community Web of Protection project will bring lifelong friends and positive change to our community.





Craig Stevens

Station Commander Corio Police Station - Victoria Police

The LfG program provided me with valuable insights into other organisations. I learned about their roles in the community and how through collaboration we can achieve great outcomes. The program aligns with our corporate framework, to work in partnership with our stakeholders, to improve community safety and achieve our organisational objectives.

Hearing the leadership journeys of our respected community and organisational leaders has enabled me to reflect on my leadership style and shape my future direction.

I am more connected, focused and determined to provide strong leadership for my staff whilst working with others to improve the Geelong community.



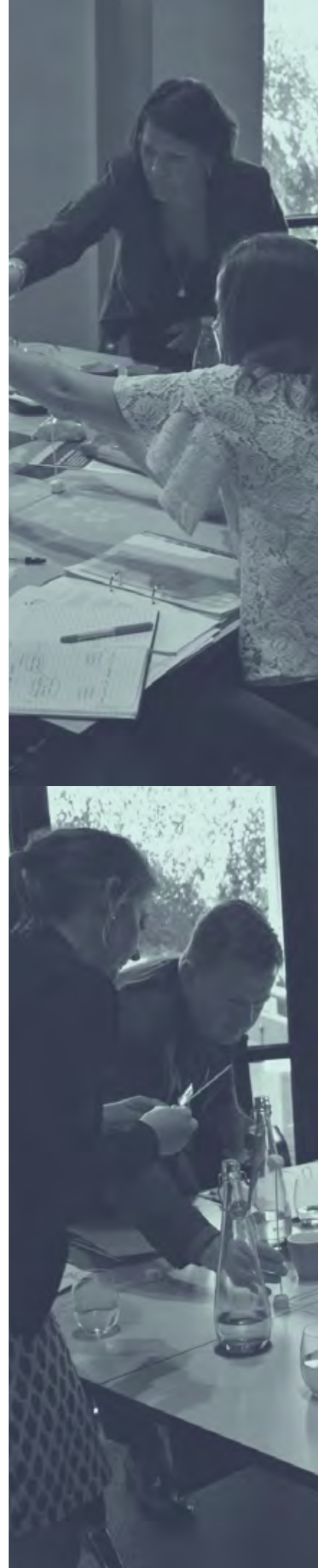
Carly Flakemore

Event Manager - Geelong Football Club

The LfG program has given me the confidence to be an authentic leader and never lose sight of what's truly important. The experience has reminded me to seek, create and enjoy life and every opportunity it offers. To say 'yes' and work out the 'how' as I go.

I am proud of the impact my organisation has on the community. We are more than a Football Club and I can share my vision with my team and I have the support to challenge the status quo.

I'm fortunate to be a part of the next generation of leaders in our region whilst being able to advocate for Geelong and everything it has to offer.

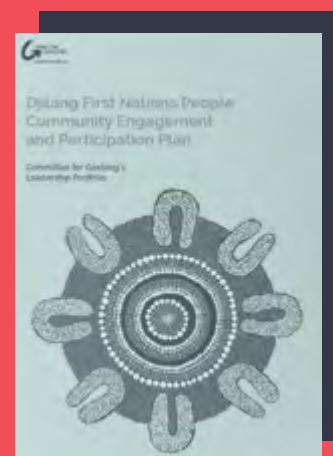




From left to right: Glen Snowden, Jessica Larkin, Alasdair Woodford, Pat Friend, Kay Mills

Djilang First Nations People Community Engagement and Participation Plan

Provide a cultural framework and context for the Committee for Geelong's Leadership Portfolio and its associated programs, events, and activities.



Effective leadership and self-determination are critical to improving social, economic and cultural outcomes of First Nations people. It is widely recognised that efforts to address disparities that exist between First Nations people and non-Aboriginal people must be led by First Nations people and underpinned by the principles of empowerment, self-determination and a strengths-based strategy. Supporting and

empowering First Nations leaders is essential to capacity building within the community and contributing to a stronger and more inclusive Geelong.

While the focus of this project is to develop the Plan for the CfG's Leadership Portfolio, the content may also be relevant to other leadership programs more broadly. The Plan was developed based on the findings of stakeholder consultation, a cultural

audit of the CfG's Leadership Portfolio, and desktop review of policy documentation, frameworks and other relevant reports.

Read the plan online <https://committeeforgeelong.com.au/wp-content/uploads/2019/09/LfG-Djilang-First-Nations-People-Community-Engagement-and-Participation-Plan-web.pdf>



Alasdair Woodford

**Senior Associate –
Harwood Andrews**

There have been two key themes over the program that have stood out to me: the importance of communication and the value in having difficult conversations.

The former was reiterated, both explicitly and implicitly, by many current leaders in the Geelong community. The latter was a less common observation throughout year one but has emerged as a stronger theme during year two. By having difficult conversations early and often, it has allowed our Project Team to thrive and produce a report and presentation of which we are very proud.

The two year journey has widened my perspective on leadership, focused my mind on the most important aspects of leadership, and allowed me to meet many leaders (both current and future).



Patrick J Friend

**Operations Turnaround Scope
Coordinator – Viva Energy Australia**

The LfG program gave me the opportunity to work collaboratively in syndicate teams and in project teams. Through that I learned where my comfort zone is and how and when to stretch myself. I learnt that I am comfortable not being in the limelight but am driven to solve problems and deliver outcomes. Outside of LfG I am frequently a community ambassador for Viva Energy which brings together a number of overlapping professional networks.

My future role in Geelong will be to continue to lend a hand, commit to action where it is needed and happily represent Viva Energy in the community.



Jessica Larkin

**Service Planning Lead –
Barwon Health**

The LfG program has taught me that leadership requires the courage to develop the potential in people and processes but more importantly to have uncomfortable conversations to create meaningful and lasting change.

I have had the great privilege to work alongside a courageous group of leaders and cultural advisors in developing the Djilang First Nations People Community Engagement and Participation Plan. The project has challenged me to lean into the discomfort of vital conversations about diversity and inclusivity, and galvanized me to take action beyond this project to serve as an ally to First Nations people. My LfG journey has opened my eyes and my heart and I hope to continue to have the courage to ask, “how can I do better?”





Kay Mills

Assistant Director - Workforce Development Team Australian Bureau of Statistics

Reflecting through the leadership lens across Geelong's different perspectives has provided me with valuable insights and learnings about the diverse challenges and opportunities faced by our leaders, such as applying different approaches to leadership in varied circumstances.

As a Project Team we shared values and a strong desire to make a difference. We walked alongside two First Nations Cultural Advisors learning about leadership from their perspective. The project motivated me to reflect on the contribution I can make to engage with First Nations people and this outcome has been both personally and professionally enriching and fulfilling.

I look forward to continuing to work with our First Nations people in Geelong to ensure that not only do they have a seat at the table, but it becomes a truly shared table for all.



Glen Snowden

Participate and My Community Manager - genU

I have had an amazing experience participating in the LfG program. Not only has it enabled me to be a better leader, but also a better husband, father and person. From a personal perspective, two things have resonated with me: firstly, the importance of being aware of my own personal strengths and limitations and how these may impact on those around me, and secondly, ensuring that I am true to myself and say exactly what I mean.

The leadership journey has also broadened my understanding of issues that affect our city and how I might be able to use my networks and skills to help address these. I have had the opportunity to meet and work alongside some amazingly talented individuals whose passion and commitment to the region will ensure that collectively, we will all contribute to a more effective, diverse and inclusive Geelong.

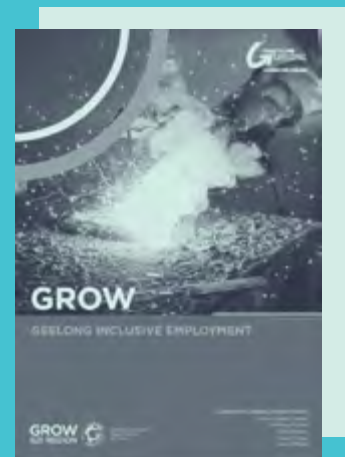




From left to right: Jason Wilde (LfG Ambassador), Anthony Byrne, Anne-Louise Dawes (LfG Ambassador), Freya Fidge, Chris Balazs

GROW: Geelong Inclusive Employment

Creating the cultural change to further the prosperity of Geelong, by enabling employers and employees to embrace and practice inclusivity.



GROW is a joint regional initiative between G21 Geelong Region Alliance and the Give Where You Live Foundation. The initiative has engaged over 120 Compact Signatory businesses in the Geelong region already committed to providing inclusive employment opportunities. The project was to create a toolkit to assist these businesses in converting the commitment to actual employment outcomes.

The Inclusive Employment Project, sponsored by GROW, was established to find a way to improve the employment and retention of disadvantaged individuals within inclusive workplaces across the Geelong region.

Research shows that providing an inclusive workplace that actively removes or reduces barriers for individuals, irrespective of their background, has far-reaching community benefits. With Geelong experiencing an economic, social and cultural renaissance – now is the time for all in Geelong to benefit.

The Project Team have a wide breadth of business sector experience and engaging with small to medium enterprises enabled the team to collaborate with five pilot organisations.

The team worked with the pilot group of Geelong businesses to develop a simple self-assessment survey tool

designed to assess their readiness and capacity to recruit and retain people from a more diverse range of applicants. The survey result would provide a score and links to information and strategies to improve inclusive employment practices. GROW is able to access the survey results to support broader initiatives and identify where targeted support or resources may need to be developed.

Read the whole report online <https://committeeforgeelong.com.au/wp-content/uploads/2019/09/GROW-Geelong-Inclusive-Employment-web.pdf>



Freya Fidge

Freya Fidge, Regional HR Manager - Fonterra

Through the LfG program I quickly realised that, whilst mostly strangers, the 2018/19 LfG group shared a common goal – advocacy for a better Geelong. It was during the early stages of our program journey that I remember being asked “why do you do what you do?” For me, it was difficult to articulate, it was hard to realise and even harder to personalise.

Reflecting on values that are most important to me – respect, integrity and to do what’s right – have shaped my leadership learnings at work, at home, in the community and across all facets of my personal and social life. These values provide me with a clear direction everyday as to ‘why I do what I do’.



Anne-Louise Dawes

Branch Manager NDIS Participant Employment Taskforce - National Disability Insurance Agency

The LfG program gave me the camaraderie and support of a professional network across diverse businesses in Geelong. In that environment, I developed greater understanding of areas for personal leadership development. I have learnt to seek feedback and act on it, and to understand the value I can bring as a leader to influence change.

I learned that I need to listen better to allow others to bring forward ideas to direct the course and that a small, lean team can achieve much, particularly when each other’s time, sacrifice and commitment is respected. I am inspired to take advantage of the opportunities that come my way to flex my social muscle and contribute to the community. Furthermore, to use the connections I have made to support mindsets that can contribute to making positive change to our community.



Anthony Byrne

Principal Auditor - WorkSafe Victoria

The LfG program has really opened my eyes to working on my underlying behavioural preferences and recognising my strengths and utilising them. The last two years have been full of self-reflection which has brought a better understanding of my own decision making and that of others.

I think that true leadership is also about being able to follow, knowing when to step forward or step back and being comfortable working within a team and relying on the strengths of others to get the job done. This was demonstrated with our GROW Project Team to great effect and I am truly grateful for the experience.





Chris Balazs

CEO - Provenir

The last two years that I have been on the LfG journey have been some of the most turbulent years of my life. It's been a time when my leadership has been tested; from the highs of launching a start-up business to the tragedy of losing a close family member.

The LfG program has helped me develop the key leadership qualities of resilience and humility and enabled me to not only manage but also lead in such extreme circumstances. Knowing that I have the support and counsel of my LfG peers will continue to nurture my leadership journey for years to come.



Jason Wilde

Head of Strategy & Portfolio Management - IT, GMHBA Ltd

The LfG journey has deeply enriched my professional and personal life.

Networking situations which were previously challenging are now welcome opportunities to reconnect with some of Geelong's most influential and remarkable people.

I've learnt so much about what makes Geelong special, and during the second year of the program our project has delivered a tool that will create meaningful change for our region.

The LfG program has reaffirmed my authentic, values driven leadership style and I'm confident that I am a better leader because of the program. I am also a more well-rounded friend, colleague, coach, father and active participant in the Geelong community.





From left to right: Stefan Manche, Bree Gorman, Jared Scott, Simon Murphy

Healthy Minds Geelong

Develop a Strategic Plan to provide the framework for Healthy Minds Geelong (HMG) to achieve its goal of becoming the number one local platform for Empowering a Proactive and Positive Approach to YOUR Mental Health.



The Project Team considered the idea of creating a strategic plan that could help to refine the organisation's focus, allow for prioritisation of key activities and assist in the securing of financial partnerships – something the HMG Board identified as a core business need.

Following the original meeting and a number of further discussions where the Project Team articulated the value of a strategic plan for HMG, the Board put its support behind this new direction for the project. The plan would be used internally to guide the short, medium and long term actions of the organisation and provide direction, focus and accountability. A summary version for use with potential partners and financial contributors would also be developed.

To ensure that the team had a deep understanding of HMG and its mission, vision, goals and values so that a relevant and well-aligned strategic plan could be developed, the Project Team arranged a strategic planning session with the HMG Board.

The Project Team then produced a draft, drawing on the outcomes of the strategic planning session, and looking to the strategic plans of well-respected local organisations for best-practice, layout and key content. They also undertook a review of current online offerings in mental health and cutting edge research to ensure HMG's goals were aligned with best-practice.

The Board provided feedback and continued to adjust the focus of the plan and the structure of the final documents to ensure the plan would be an integral part of their operations moving forward.

Read the whole strategy online
<https://committeeforgeelong.com.au/wp-content/uploads/2019/09/LfG-Healthy-Minds-Geelong-Strategy-2025-web.pdf>



Simon Murphy

Finance Director – Winchester Australia Ltd.

The LfG program taught me how powerful being open, honest and vulnerable can be when driving team engagement and improving morale. This is something I have integrated in to my company's day to day operations, particularly at the daily meetings and monthly team round-ups, where I have spoken more freely on both my own personal and the company's challenges.

In terms of teamwork, our project taught us much about working with others, changing approaches to drive outcomes and tailoring communication styles, all which will hold us in good stead moving forward.

Improved methods to deliver real outcomes and a greater understanding of the Geelong region, has helped me become a better leader for the community.

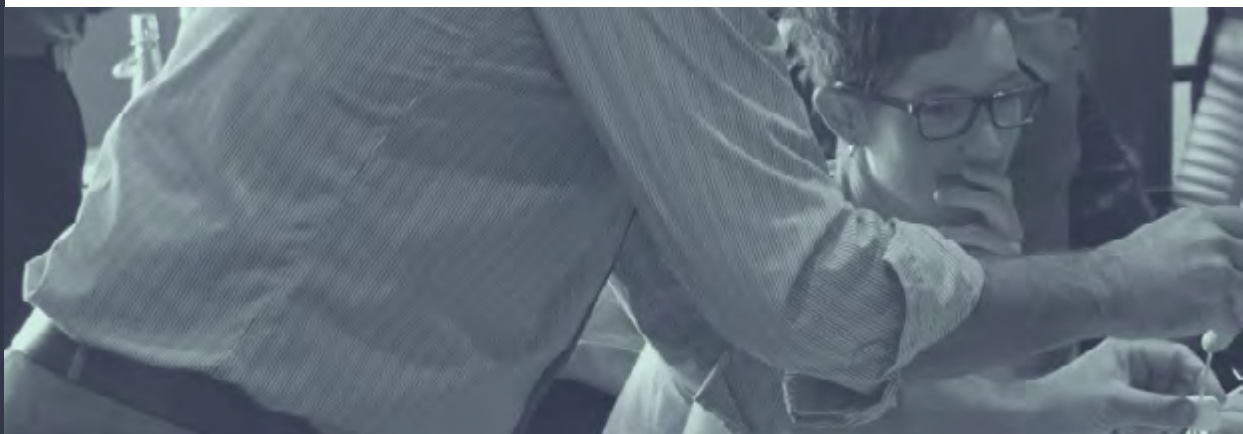


Stefan Manche

Director - Canny Group

The LfG program could not have come at a better point in my personal and professional leadership journey. I began the program with minimal professional leadership experience, and the main driver for participating in the program was to prepare myself as best I could for a leadership role within the Geelong region. Half-way through the program, I accepted a leadership position within the Canny Group, and my participation in the LfG program gave me the confidence to take on the challenging role.

The project year has demonstrated the importance of stepping-up and leaning-in at different times within a team as required and has unearthed my own leadership style. The project has also demonstrated the opportunity that leaders have within their region to contribute to positive change. I finish the program confident in my leadership abilities and informed of the opportunities and challenges facing the Geelong region.





Bree Gorman

Manager, Diversity and Inclusion programs – Deakin University

The LfG program has broadened my networks and I can now see opportunities to contribute to projects and organisations across the region. I have learnt the value of focusing my energy on projects that are impactful. From a leadership perspective I have a greater understanding and appreciation for the leadership shadow, which makes me think longer and harder about my decisions as a leader.

One leader spoke specifically about getting to know your team to really understand them and be alert to the culture that exists. This prompted me to have conversations with my team, which allowed me to support them more effectively.

Lastly, I have learned that there are incredible leaders amongst the Geelong community and I have been privileged to spend these two years with some of the best.



Jared Scott

Coordinator Systems, Waterways & Catchments – Barwon Water

The LfG program has provided me with a great opportunity to explore and experience leadership across our region. It has demonstrated that leadership comes in many different shapes and sizes and highlighted the importance of having different leadership styles and experience to call on in different situations.

The program has enhanced my understanding and thoughts around my personal leadership style and the positive impact I can have, not just within my organisation but also the broader community. I have also met some amazing people and developed many new and lasting friendships.

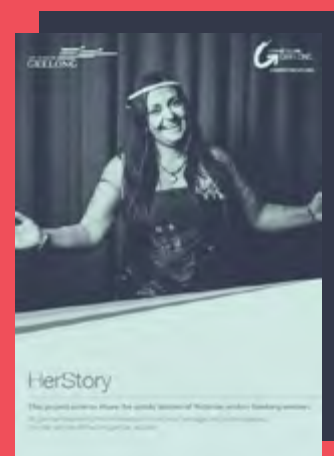




From left to right: Stuart Lucas, Daphne Henderson, Adam Conquest, Susan Dandy, Michael McKenzie

HerStory

Sharing the untold stories of Geelong Women. By gender balancing the knowledge of our local heritage and public spaces we can shift the dial on gender equality.



In March 2019, the City of Greater Geelong launched 'Ba-Gurrk: A Gender Equity Framework' for the Greater Geelong region. The word 'Ba-Gurrk' is Wadawurrung for 'woman' and pays homage to Wadawurrung Traditional Owners. The framework aims to eliminate barriers faced by women and acknowledges the crucial role that more than 120,000 women and girls have in the region's economy and community.

To support the framework and inspire the region, the project has focused on providing a platform for women to share their stories in the hope of providing inspiration to the next generation of young women.

The project aims to:

- identify a digital platform for women to share their untold stories;
- highlight stories of adversity and courage in order to inspire the next generation of young women;
- develop a participatory walking tour that reveals the lack of female representation in the City of Geelong monuments and/or artworks;
- deliver to organisations a clear message around the benefits of gender equity;
- increase awareness within the community of the impact of women within the Geelong region; and

- contribute to the City's Gender Equity Framework and the Victorian Governments – A Victorian Gender Equality Strategy.

The Project Team undertook a process to identify women with stories that would inspire others. The stories told have been collated and uploaded to a HerStory digital application, which utilises the existing City of Greater Geelong walking trails technology.

Read the whole project report here: <https://committeeforgeelong.com.au/wp-content/uploads/2019/09/HerStory-web.pdf>



Adam Conquest

Commercial Engagement Manager Fees - Transport Accident Commission

I feel a sense of privilege and am humbled to have been given the opportunity to be a part of and now connected to the LfG program.

The program has been an 'iceberg' of learning for me. The eye-opening activities from a business, societal and cultural perspective that intertwine with continual opportunities to hear from influential leaders and educators within the region have been priceless.

We're all on a 'journey to better', and the LfG program has, without question, guided and helped me grow. I'll continue to use learnings from the program, pay it forward whenever I can and continue to develop my capabilities and inspire others to do the same.

Most importantly, I want to maintain my personal brand of being a genuine and authentic individual.



Daphne Henderson

General Manager Finance and Corporate Services - Kardinia Park Stadium Trust

Being accepted into the 2018/19 LfG program was a privileged opportunity. It opened my heart and mind to understanding not only how my organisation contributes to this wonderful community but also how each of us can make a difference.

From the first shy introductions on our opening night, to the close-knit group adventure in Canberra, we have laughed, cried and supported each other through this experience of personal growth. We have learned how we can influence change in our lives and through our work.

I felt inspired by the group. I have learnt to seek feedback and act on it, to understand the value I can bring as a leader to influence change. Furthermore, to use the connections I have made to support, spread and emphasise mindsets that can contribute to making change happen to better our community.



Michael McKenzie

Financial Controller - Midway Limited

My greatest learning as a participant in the LfG program is about the importance of cohesive teamwork and the ability to respond positively in the face of adversity (resilience).

When working in groups, not everything is guaranteed to be smooth-sailing. However, leading by example inspires others to perform effectively in high-pressure environments.

When working in teams, I found proactive communication and project management to be the most critically important factors attributed to success.

I am now a better leader in the region as I can more effectively engage with others to influence community issues. This begins with ensuring my voice is heard in promoting inequality in organisational policies and procedures.





Stuart Lucas

Research Operations Manager - CSIRO

I have found the LfG program to be a terrific opportunity to accelerate my leadership journey.

I have enjoyed building my self-awareness and striving to operate outside of my comfort zone. The many facilitators have challenged us to look at situations from different perspectives.

Through the program I have better understood and appreciated the underlying drivers we all have. Understanding my own and my team members' personal "why" makes for a much more cohesive and highly effective team.

Finally, the program allowed for interactions with key organisations and leaders from the Geelong community, which has been invaluable in building my understanding of what makes the region tick and has increased my network of leaders in the community.



Susan Dandy

Manager, Court Practice - Geelong Community Corrections

I have come to understand that leadership evolves over time and that learning takes commitment and open-mindedness, which can be challenging at times, particularly when you have competing priorities.

The LfG program challenged my personal values, beliefs and pushed me to become more aware of the bigger picture and how I can contribute to it.

I feel that this program has expanded my understanding of some of the issues across the region and the importance of community, government and private industries working collaboratively to identify solutions.

I have established a broader network of people, whereby mutually beneficial relationships have developed and I feel as though I can reach out for support and advice.



Program Events

Thursday 1 February 2018

Meet and Greet

Rebecca Casson, CEO @ CfG
(My Leadership Journey)

Tuesday 20 February 2018

Annual Leadership Breakfast

Richard Goyder AO, Chairman of the
AFL Commission

Tuesday 20 February 2018

Opening Residential Day One

Dan Simmonds, Chair @ CfG
(The Role of CfG)

Paige Williams PhD
(LfG Leadership Framework)

Brad Clark, MD @ Better Communities
Consulting
(Syndicate Activity)

Kit Kline, Founder @ Nature-Based
Therapy
(Nature-based therapy and
Leadership)

Ana Retallack, Director & Founder @
The Standard Companion
(The Business of Dining)

Wednesday 21 February 2018

Opening Residential Day Two

Damien O'Malley, Senior Consultant @
OMC Group
(PRISM results 1)

Jem Fuller, Founder @ Leaders in Life
(What is your Why?)

Kylie Warne, Chair @ Barwon Regional
Partnership
(A Regional Perspective)

LfG Alumni Panel: Emma Connan, Ben
Kent, Cameron Loftus, Beth Davis
(Experiences & Insights)

LfG Alumni Networking Event

Wednesday 14 March 2018

Diversity & Inclusion Seminar

Nairn Walker, Social Solutions
(Bridges out of Poverty)

Glen Snowden, Participate Manager @
genU
(Overview)

Georgie Knight, General Manager @
genU Business Enterprises
(Overview & Tour)

Jacqui McKim, Client Co-Production
Coordinator at genU
(Diversity and Inclusion in the
Workplace)

Mike McKinstry, CEO @ genU
(My Leadership Journey)

Wednesday 21 March 2018

Evening Event

Dr Lee FitzRoy, Team Leader,
Settlement Services @ Diversitat
(Promoting Access & Equity in
Geelong)

Paige Williams PhD
(Personal Leadership Development
Plan: Deep Dive 1)

Wednesday 18 April 2018

Law, Justice and Order Seminar

Michael Gorman, Acting General
Manager @ Marngoneet Correctional
Centre
(Integrated Approach to Leadership &
Tour of Facility)

Superintendent Craig Gillard @
Victoria Police
(My Leadership Learnings)

Magistrate Ann McGarvie
(Leading in the Law)

Tuesday 1 May 2018

Evening Event

Rod Jackson, CEO of Wathaurong
Aboriginal Co-operative
(Supporting & Advocating for Local
Aboriginal People)

Paige Williams PhD
(Personal Leadership Development
Plan: Deep Dive 2)

Wednesday 16 May 2018

Transport & Infrastructure Seminar

Stuart Christie, Port Strategy, Risk and
Development Manager @ VRCA
(The Role of VRCA)

Tour of Geelong Port on the "George Molland"

Justin Giddings, CEO @ Avalon Airport
(Avalon & The Future)

Dave Moreland, Manager - Facilities &
Commercial Leasing @ Avalon Airport

Tour of Avalon Airport

Program Events

Tuesday 29 May 2018

Evening Event

Paige Williams PhD
(Personal Leadership Development
Plan: Deep Dive 3)

Wednesday 13 June 2018

Innovation & Growth Seminar

Andrew Jones, co-founder @ G2
Innovation Group
(Innovating in the age of disruption)

Cameron Hamilton, Managing Director
@ David Hamilton Property Group
(Vision and Tour of Federal Mills
Precinct)

Ben Kent, Director IT and Systems
@ Opteon
(Cyber Security)

Pat Clements, Project Manager @
Kane Constructions
(Tour of NDIA Construction Site &
Building Geelong's Future)

Wednesday 20 June 2018

Evening Event

Tracey Slatter, Managing Director @
Barwon Water
(My Leadership Learnings)

Damien O'Malley, Senior Consultant
@ OMC Group
(PRISM results 2)

Thursday 19 July 2018

Education & Training Seminar

Charlie Scudamore, Vice-Principal @
Geelong Grammar School
(Positive Education Framework & Tour
of Grounds)

Bryan Timms, Manager @ Geelong
Industry Trade Training Centre
(Overview & Tour)

Phil Honeywell, Principal @ Newcomb
Secondary College
(P-Tech: Bridge to Advantage)

Kean Selway, Chief Operating Officer
@ Deakin University
(Tertiary Education: Opportunities,
Challenges and Roles)

John Herron, Operations Manager @
Carbon Nexus
(Tour of Carbon Nexus and Jobs of the
Future)

Darren Gray, Deputy CEO / Director
Skills First @ The Gordon

Sarah Barth, Head of Strategic Human
Resources & Development @ The
Gordon
(The Gordon: Opportunity
for All)

Barwon Regional Partnership Assembly

Wednesday 25 July 2018

Evening Event

Braith Cox, Chief Commercial Officer
@ Geelong Football Club
(My Role & Leadership Insights)

Brad Clark, MD @ Better Communities
Consulting
(Syndicate Activity)

Tuesday 21 August 2018

Health & Wellbeing Seminar

Michael Anderson, Psychologist
(Mindfulness Session)

Tony McManus, Beyond Blue
Ambassador
(Mental Health Awareness – Lived
Experience)

Susie Thomas, Business Development
Manager
(The Epworth Story & Tour)

Epworth Training Team
(CPR Training)

David Meade, Co-Director Community
Health, Rehabilitation and Palliative
Care / Director Allied Health @ Barwon
Health
(The Health of Geelong)

Mark Valena, CEO at GMHBA Limited
(Leading the Health of the
Community)

LfG 17/18 participants - Beth Davis,
Jess Fay, Cameron Loftus, Monique
Leffanue
(Active Geelong Concept & Project
Discussion)

Tuesday 28 August 2018

Evening Event

Clare Amies, CEO @ WorkSafe
(WorkSafe: Impact on Geelong &
personal leadership insights)

Nicola Wojcik, Geelong Integration &
Stakeholder Lead at WorkSafe
(WorkSafe HQ Tour)

Program Events

Wednesday 12 September 2018

Evening Event

Damien O'Malley, Senior Consultant @ OMC Group
(PRISM results 3)

Marsha Uppill, Founder @ Arranyinha
(My Leadership Story)

Tuesday 18 September 2018

VRCLP Joint Program – Influencing the Future of Regional Victoria

Dr Kim Johnstone, Demographer
(Is Demography Destiny?)

George Megalogenis, Social Commentator

(The conversations we have today can shape a better tomorrow)

Jason Clarke, Director Minds @ Work
(Resistance is Logical)

Adele McCarthy, Director Strategy and Research @ Infrastructure Victoria

Jodi Sneddon, Principal Infrastructure Advisor @ Infrastructure Victoria
(Drivers of change – how are Victoria's regions responding?)

Tim Gentle, Digital Crusader, Entrepreneur and Educator
(The Digital Train has left the station, get on board or be left behind)

Wednesday 10 October 2018

Energy & Environment Seminar

Thys Heyns, General Manager of Refining @ VIVA
(Leadership in changing environments)

Matthew Hudson, Continuous Improvement Coach @ VIVA
(The Changing Face of Energy – Refining under Viva Energy)

Jessica Cotter, Communications Advisor @ VIVA
(Community Engagement and Social Awareness)

Patrick Stock, Site Lead & Vin Tod, National Security Coordinator @ VIVA
(Refinery Bus Tour)

Dawn Conway, Refinery Environmental Lead @ VIVA
(Refinery Environmental Management)

Matt Hudson, Barwon Water
(Northern Water Plant Tour)

Shane Middleton, Coordinator – Waste Services Environment and Waste @ City of Greater Geelong

Andrew Lucas, Organics Processing & Market Development @ City of Greater Geelong

Richard Russell, Team Leader Waste Contract Management @ City of Greater Geelong
(The War on Waste in Geelong)

Thursday 18 October 2018

Project Presentation Breakfast

2017/18 Leaders for Geelong Participants

Thursday 1 November 2018

CfG Annual Dinner and Graduation

Benyamin Ismail, CEO @ AirAsia X

Thursday 15 November 2018

2018 Archibald Prize

Lisa Sullivan, Senior Curator @ Geelong Gallery

Melissa Grisancich, Archibald Prize Entrant

Wednesday 21 November 2018

Influencing the Agenda Seminar

Liam Houlihan, Editor @ Geelong Advertiser

(Challenges & Opportunities of Regional Media: Presentation)

Davina Montgomery, Editor @ Geelong Business News

Rebecca McDonald, Assistant News Director @ Geelong Broadcasters

Mitchell Dye, Radio Presenter @ Pulse
(The Changing Media Landscape: Panel Discussion)

Tuesday 4 December 2018

Leaders Meeting Leaders: Canberra Delegation Day One

Mayor Bruce Harwood, City of Greater Geelong
(My Leadership Learnings)

Tour of Government House

War Memorial Tour and Last Post

Fed Cats Dinner

Program Events

Wednesday 5 December 2018

Leaders Meeting Leaders: Canberra Delegation Day Two

Richard Marles MP & Sarah Henderson MP
(Leading for Geelong in Canberra)

Tim Bryant, Clerk Assistant
(Committees)
(Parliamentary Process)

Parliament House Tour

Senator The Hon Bridget McKenzie, Deputy Leader of The Nationals, Minister for Regional Services, Minister for Sport, Minister for Local Government and Decentralisation
(Leadership as a Minister)

Cathy McGowan MP
(Leading as an independent)

Question Time

Peter Khalil MP
(Leading from the Opposition)

Cal Bruton, Bruton Basketball
(Leadership Learnings)

Tuesday 12 February 2019

Transition Day to Projects

Jennifer Cromarty, CEO @ CfG
(Meet and Greet)

Paige Williams, PhD
(Personal Leadership Development Plan: Time 2 Results)

Community-based Project Pitches

Wednesday 13 February 2019

Team Development and Scoping

Damien O'Malley, Senior Consultant @ OMC Group
(Team Combination analysis using PRISM results)

Wednesday 6 March 2019

Team Development and Scoping

Jem Fuller, founder @ Leaders in Life
(Managing Egos)

Tuesday 2 April 2019

CfG Governance Review & Feedback

Rob Birch, CEO @ Gforce

Richard Bisinella, Bisinella Developments

Jennifer Cromarty, CEO @ CfG

Dan Simmonds, CEO @ CfG

Daniel Clair, Senior Manager Common Law @ Impairment @ TAC

Catherine Bell, Bell Training Group

Sharon Rixon, Economic Development Coordinator @ Department of Jobs, Precincts & Regions

Bridgette Dodds, Delivery Executive @ Dialog

Rachel Cairns, Senior Regulatory Advisor @ Department of Jobs, Precincts & Regions.

Tanya Dalton, First Nations Representative

Thursday 2 May 2019

Project Implementation

Todd Murphy, Todd Murphy Design
(Project Report Design)

Catherine Bell, Bell Training Group
(Broaden your leadership view)

Wednesday 5 June 2019

Review & Reflect

Damien O'Malley, Senior Consultant @ OMC Group
(PRISM reflection)

Wednesday 24 July 2019

Project Implementation

Brian Cook, CEO @ Geelong Football Club
(My Leadership Story)

Thursday 1 August 2019

Project Implementation

Catherine Bell, Bell Training Group
(Presenting with impact and influence)

Wednesday 28 August 2019

Project Implementation

Jem Fuller, founder @ Leaders in Life
(Managing Egos)

Tuesday 10 September 2019

Presentation Rehearsal & Panel Feedback

Catherine Bell, Bell Training Group

Program Events

Dr Sarah Leach, General Manager
Health Services @ GMHBA

Ian Clydesdale, Acting CEO & VRCA

Mel Pearce, Regional Manager
@ Bendigo Bank

Nat McColl, Head of Rapid Recovery
@ TAC

Jo Murdoch, General Manager
Customers & Community @ Barwon
Water

Martha O'Sullivan, Head of IT –
Trading & Supply Chain @ Target

Wednesday 18 September 2019

Project Presentation Lunch & Closing Residential Day One

Community Web of Protection

Healthy Minds Geelong

GROW: Geelong Inclusive Employment

Djilang First Nations People Community Engagement and Participation Plan

HERStory

Catherine Bell, Bell Training Group
(Presentation de-brief)

Wonder Yoga

(Hybrid Yoga Session)

Thursday 19 September 2019

Closing Residential Day Two

Paige Williams, PhD
(Personal Leadership Development

Plan: Time 3 Results)

Alumni Panel: Emma Connan,
Bridgette Kelly, Mel Pearce
(Active Citizenship)

Thursday 10 October 2019

Program Implementation Review

Colin Higgins, MBA Director, BL
Deakin Business School
(MBA Pathway Opportunities)

Damien O'Malley, Senior Consultant @
OMC Group
(PRISM evaluation)

Thursday 31 October 2019

CfG Annual Dinner and Graduation

Dylan Alcott OAM

Alice Nash, Executive Producer Back
to Back Theatre



Thank You.

The Committee for Geelong thanks the partners that have joined us for another successful year of leadership programs.

We look forward to continuing the rewarding partnership of supporting future leaders in the Geelong city-region.



Committee for Geelong

Deakin University,
Waterfront Campus
Level 1 Sally Walker Building,
1 Gheringhap Street,
GEELONG, VIC, 3220
P +61 3 5227 8075

 @Comm4Geelong

 @committeeforgeelong

 committee-for-geelong

www.committeeforgeelong.com.au