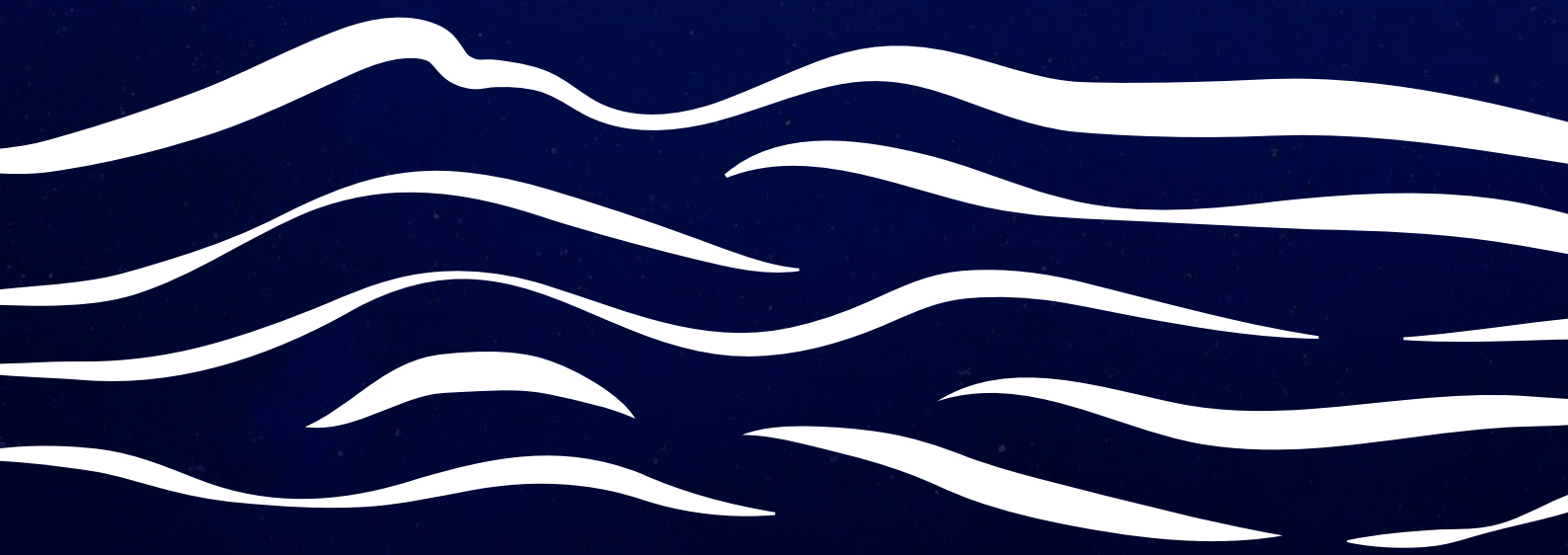




**2021-22**

**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 and present. 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 Partners



### Partner



### Scholarship & Grant Providers





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# Committee for Geelong Chair and CEO Message

## The Leaders for Geelong program is now in its 17<sup>th</sup> year, and with the Geelong community at the heart of the program, it has built regional capabilities in over 500 participants.

During 2020, the Committee for Geelong developed an Action Plan for our 'Future of Work' priority, which was underpinned by an agreed Preferred Future for Geelong where "our communities are inclusive and equitable, prosperous and resilient, innovative and imaginative, healthy, active and welcoming". Participating in the Leaders for Geelong program supports local workplaces – private companies, not-for-profit organisations, industry and government agencies. Our community and economy benefits when people are provided with opportunities to develop skills relevant to success in the workplace and wider community.

We acknowledge that the group of 2021-22 Leaders for Geelong participants have demonstrated a tremendous amount of resilience and agility to adapt to the implications of the pandemic.

The program was delivered through a flexible, hybrid model so that it was accessible for all during a time of flux, uncertainty, and exhaustion from pivoting for over two years, due to the pandemic. The participants produced outstanding results both in self-growth and in their Community Project work.

The duration of a 15-month program included a new seminar; a State Parliament Day held virtually, featuring David Reeves, Senior Adviser, Government Relations to the Vice-Chancellor, Deakin University, Paul Groenewegen, Assistant Clerk Procedure & Serjeant-at-Arms, Legislative Assembly, Ms Christine Couzens MP, State Member for Geelong, the Hon. Mary-Anne Thomas, Minister for Regional Development, and Samantha Ratnam, Leader of the Victorian Greens. This bettered the participants understanding of government, and how to make things happen for Victoria.

In early 2022, the participants travelled to Canberra, and for many, this was a highlight of the program. The trip brought together numerous learnings from the program that had been building to that point, for example, relationship building, advocacy, and communication styles.

Funding from Regional Development Victoria guarantees the program is cost-effective, whilst providing a setting that allows participants to be vulnerable amongst peers to improve leadership skills, take strategic action and understand the needs within the local Geelong community. To Regional Development Victoria, the Victorian Government and the Minister for Regional Development, the Hon. Mary-Anne Thomas, we are grateful for this financial assistance.

We would also like to thank our Major Partners, WorkSafe and Ports Victoria. Thank you to program partner, Kane, for their continued support, and to scholarship providers, the Hugh Williamson Foundation and Agriculture Victoria.

In 2021, the Committee for Geelong also provided an Aboriginal and/or Torres Strait Islander Scholarship to an eligible participant, and with the support of GMHBA Limited, a scholarship to a young female.

We are grateful to the Leadership Portfolio Team for driving the 2021-22 Leaders for Geelong program: former Leadership Portfolio Manager, Janet Walter, Leadership Portfolio Facilitator, Catherine Bell, Leadership Portfolio Administrative Assistant, Tayaaba Saad, former Leadership Portfolio Business Coordinator, Victoria Strachan, and Leadership Portfolio Coordinator, Karen MacAadie. With the support of the Committee for Geelong team, we thank you for your contributions to ensure the delivery of a high quality program.

**We wish each 2021-22 Leaders for Geelong graduate the very best with their future pursuits, and that they continue to steer in the right direction for their respective leadership journeys.**

**Clive Pugh**  
Chair, Committee for Geelong

**Jennifer Cromarty**  
CEO, Committee for Geelong





# Leadership Portfolio

## Team Message

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**The 2021-22 Leaders for Geelong graduates have crossed the finish line of the program! Over the last 15 months, they have demonstrated commitment to, and discovery of their personal leadership journey, in addition to bettering the Geelong community.**

The completion of the program has been no mean feat for the group; they have juggled working from home as required during lockdowns, home-schooling, and a shift to online delivery for some of the program, amongst other demands. We recognise their dedication and congratulate them on this major achievement.

This 2021-22 Yearbook is a record of the graduates, and commemorates all that they have achieved in their Leaders for Geelong journey.

Since the Opening Residential at Waurn Ponds Estate in April 2021, this diverse and enthusiastic group have simultaneously enhanced their leadership expertise whilst engaging in the delivery of a valuable community project for Geelong.

The 2021-22 participants have developed an appreciation of the importance of networks and building relationships to influence others, including those in positions of authority and the individuals who influence them. Much of the program presented opportunities to understand how different people experience leadership, which has allowed for the participants to better realise the power of leveraging their own authentic leadership skills to impact positively on the world around them.

Learning about the lay of the land in business and government, and the subtle distinctions between workplace and community leadership, the participants were exposed to innovation in many local organisations. They have also worked earnestly to deepen their understanding of the layers of inequity present in parts of our community and the role they can play as leaders in helping address this in the future.

**A collective highlight for the 2021-22 Leaders for Geelong participants has been contributing to a community project to have an impact into the future.**

Additionally, their visit to Canberra and hearing from Members of Parliament from different political parties, offered the participants a different point of view and approach to leadership, particularly from a national level.

We would like to thank all of the guest speakers, who presented with openness and honesty in sharing their own leadership stories. To the community leaders who donated their time and wisdom, we are extremely grateful; their candour is, hands down, one of the most praised elements of the program and these relationships are vital to the continued success of the program. We also thank program partners and sponsors, their generosity ensures that the program includes a wide span of opportunities.

To the Project Champions who helped nudge the project groups in the right direction, as well as the Alumni Mentors who donated their time to provide guidance and encouragement to the participants, we appreciate your fantastic support.

To the graduates, we recognise your incredible commitment and offer you a warm congratulations on completing the 2021-22 Leaders for Geelong Program. We encourage you to continue your leadership learning journey with your enhanced confidence and leadership capability. You truly have the skills and knowledge you need to make a positive difference in our community. You now join the Leaders for Geelong Alumni group, a network that can help you keep moving forward in the direction of your dreams. Travel well.



**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 alumna/alumnus).

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 our Major Partners

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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.



Ports Victoria leads the strategic management and safe operation of Victorian commercial ports and waterways on a safe, efficient and fair basis.

Victoria's port system plays a key role in ensuring the prosperity of all Victorians and the port of Geelong is a key contributor to Geelong's growth, as well as that of the state. The city has a rich maritime history and that is why Ports Victoria has its headquarters and centre of maritime excellence here.

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.

The safe navigation of shipping in the Geelong channels is managed by Ports Victoria and has a longstanding safety legacy.

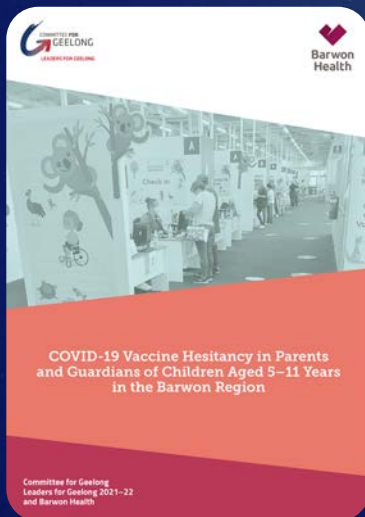
Ports Victoria is a Corporate Plus member of the Committee for Geelong, and a long-time supporter and Major Partner of the Leaders for Geelong program.



# COVID-19 Vaccine Hesitancy in Parents and Guardians of Children Aged 5 to 11 Years in the Barwon Region

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The COVID-19 pandemic irrevocably changed the way the world functioned, from how we work and live to how we shoulder the continuing physical, emotional and mental load associated with living in, hopefully, a once-in-a-lifetime public health crisis. From an evidentiary perspective, the availability and uptake of COVID-19 vaccination has provided protection for over 95% of people over the age of 16 years old in Australia against severe disease, hospitalisation and/or death, an indication of low COVID-19 vaccine hesitancy.



**Special thanks to**  
**Project Champion - Anna Burgess, Executive Director, Strategy and Planning at Barwon Health**  
**Alumni Mentor - Jessica Miller, Australian Marine Oil Spill Centre, 2020-21 Leaders for Geelong Participant**

However, at the commencement of this project, sentiment regarding COVID-19 vaccine hesitancy for children under 18 years of age, was unclear. The international public health response, particularly in the United States of America, was heavily influential on the pace at which Australia's response to the pandemic evolved, paving the way for approval of children aged 5 to 11 years old to receive a COVID-19 vaccination in January 2022, earlier than previously anticipated.

The project report analyses COVID-19 vaccine hesitancy in parents and guardians of children, specifically those between 5 to 11 years of age within the Barwon region (City of Greater Geelong, Surfcoast Shire, Colac-Otway Shire and the Borough of Queenscliffe) through the development and implementation of a localised poll ('the Project Poll'). The findings have been cross-referenced with other relevant and publicly available data (national and Victorian) at the time of project completion.

The Project Poll specifically enquired as to the following:

- Postcodes of respondents
- Whether the respondent identified as Aboriginal and/or Torres Strait Islander
- Whether the respondent was feeling hesitant for their child or children aged 5 to 11 years to receive a COVID-19 vaccine
- Whether the respondent would provide consent for their child or children to receive a COVID-19 vaccine
- Reasons for any vaccine hesitancy
- Sources of information which assisted in decision making to provide consent for the COVID-19 vaccine
- Ranking of the most trustworthy and influential resources identified
- Accessibility of vaccination (preferred access method)
- Access difficulty

# The 150 responses to the Project Poll indicated that a majority (57%) of respondents were not feeling hesitant for their child or children to receive a COVID-19 vaccine, whereas approximately 35% of respondents were feeling hesitant.

Despite hesitancy, 74% of respondents indicated consent would be provided for their child or children to receive a COVID-19 vaccine. Vaccine safety was the main reason for hesitancy.

General practitioners/healthcare practitioners, Australian and International research and National and State Government resources were the top three sources of information considered assistive in decision making.

A state government vaccination hub and general practitioners were also the preferred access method, suggesting a degree of trust (actual or perceived) as a relevant consideration for parents and guardians. Pharmacies were considered least desirable to access a COVID-19 vaccine for children aged 5 to 11 years.

Recommendations based on an analysis of the Project Poll data as well as other relevant and available data are sorted into two interrelated categories in the report; the distribution of information and access to COVID-19 vaccines. Brief recommendations are also made in anticipation of the eventual approval of a COVID-19 vaccine for younger age cohorts.

Finally, the report identifies the significant challenges of working on a project focused on a key issue arising out of the COVID-19 pandemic, within the pandemic and working alongside the Barwon region's key organisation responsible for managing the pandemic response.

The full report is available here: <https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-COVID-19-Vaccine-Hesitancy-webacc-compressed.pdf>



Project team (L-R): Calum Urquhart, Mahnaz Kahn, Deeann Cropley, Kim Rowe, Meral Stibbard







## Calum Urquhart

Manager People,  
Barwon Water

During a challenging few years managing the impacts of a global pandemic on our lives and workplaces, Leaders for Geelong has provided solidarity; the group has been constructively focused on bettering themselves and their contribution to the region, while providing support to each other throughout.

Our project work has provided a sense of purpose and has seen some strong relationships develop, which I can see benefiting each of us in our peer networks for years to come.

It has been a privilege to grow my network with this group, and it has provided a diverse experience of values and beliefs, which has challenged my own thinking and supported my personal growth.

For me, the opportunity to gain a deeper understanding of our region, and the interconnectedness of its industries, has been welcomed, and encourages me to continue to consider the impact I can, or am, making.

The learnings throughout the Leaders for Geelong program, coupled with the strong relationships being developed and insights being provided, has driven me to reflect on what's most important to me. Unpacking these reflections has me asking myself "what's next?", which will be taking the time to understand how I can achieve the balance and purpose I'm seeking.



## Mahnaz Khan

Director,  
Dentists & Doctors

I would like to thank the Women In Local Democracy (WILD) network as well as the Committee for Geelong for the opportunity to complete the Leaders for Geelong program through their scholarship program.

As a new resident to the Geelong region, I found the Leaders for Geelong program to be an excellent platform to connect with the many remarkable leaders in our community, gain an in-depth understanding of the region's rich history and culture and to be actively involved in grassroots initiatives and programs.

The Community Project addressing COVID-19 vaccine hesitancy in the Geelong region with Barwon Health as project sponsor provided me with the real life skills of working with a dynamic team and in an environment which was constantly changing and evolving.

The opportunities I have had through the Leaders for Geelong program have been countless, but what has been the most invaluable aspect is the opportunity to network, meet, and learn from my amazing cohort who come from diverse backgrounds and industry, Leaders for Geelong Alumni and community leaders spearheading positive change to our region.

As a 2021-22 Leaders for Geelong graduate, I am inspired to continue my leadership journey and be a part of the clever and creative Geelong community and region.



## Kim Rowe

State Director Victoria Partner  
Performance - NDIS Partners in  
the Community delivering Early  
Childhood (EC) and Local Area  
Coordination (LAC) services,  
National Disability Insurance Agency

The Leaders for Geelong program has provided me with wonderful opportunities to build on my networks and leadership skills from a career and community lens, particularly for being a leader in my local community which spans across the Barwon region, on the lands of Wadawurrung where I live, work, and play.

The program gives such a rare insight to our city and surrounds, even for those like me who have always lived in Geelong and on the Surfcoast.

I will value the close connections I have made with the other leaders on the program and take with me a renewed pride and commitment to the Barwon region's ongoing success as a community leader.



## Meral Stibbard

Senior Recovery and Performance Coordinator, WorkSafe, Victoria

“Leadership and learning are indispensable to each other.”- John F. Kennedy

This attitude has always formed the foundation of my leadership mindset, so when the opportunity to participate in the Leaders for Geelong program presented itself, I jumped at the chance.

The Leaders for Geelong program has been integral in deepening my awareness of the challenges facing the region and the many leaders and organisations that are doing the work to improve conditions for all people and make Geelong and its surrounds a wonderful place to live, work and play. I have had the opportunity to better understand and grow confidence in my personal leadership style and to think outwardly about my leadership in the context of supporting my community.

The opportunity to work in a team on a Community Project focused on a key local (and state) issue, has strengthened my ability to work in a dynamic environment and get comfortable with being flexible and adapting while using my skills and strengths to best support my team.

I know the networks and friendships that I’ve developed throughout the program will continue to be valuable and support the continuation of my leadership journey.



## Deeann Cropley

Lecturer, College of Law Policy and Engagement Manager, Adopt Change

The Leaders for Geelong program has fundamentally challenged my perspective of leadership generally and more specifically, my personal and professional development. I am indebted to those who initially encouraged and advocated for my involvement in the program.

Personally, it is the relationships established with my fellow leaders which is my most valued outcome from the program. The opportunity to learn from, lean on and share in each other’s challenges and successes across the community projects was special. On the first day of the program, I wrote down a goal: ‘to build trusted relationships’. I am certain this has been achieved.

Professionally, the opportunity to work alongside Barwon Health was incredible and our project was graciously supported by Project Champion, Executive Director, Anna Burgess. Working on a pandemic-related issue certainly posed challenges and resulted in many leadership learnings, most notably, agility.

Aspects of the program that really resonated with me include; actively enquiring into people’s motivations, listening for the unsaid, and creating safe spaces for the sharing of knowledge and information. I look forward to both experiencing and witnessing amongst my colleagues, the utilisation of our skills to achieve great outcomes within this wonderful region I call home.

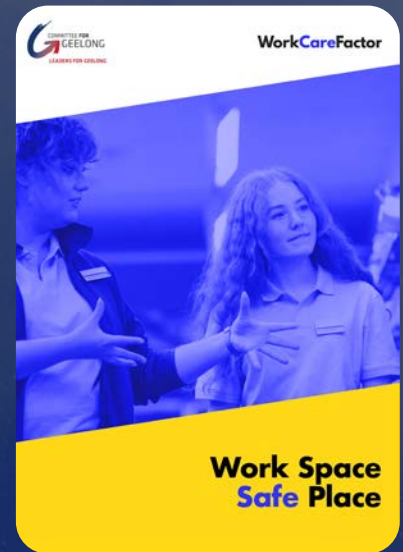


# WorkCareFactor

Special thanks to  
Project Champion - Liz Everist,  
Executive Member BATForce  
Alumni Mentor - Daniel Clair,  
2012-14 Leaders for Geelong  
Participant

In 2019, WorkSafe funded a Learning Network through the Give Where You Live Foundation that brought together 18 small and medium businesses from across the G21 region.

This Learning Network undertook a significant co-design project, engaging with young people, industry leaders and subject matter experts to identify specific interventions that would support workplaces to be supportive and inclusive of their young employees.



The WorkCareFactor website was developed as a result of this work and continues to be enhanced and refined through constant review cycles, holding true to the principles of co-design.

The Barwon Adolescent Task Force (BATForce) is a key design and production team in the co-design process of the WorkCareFactor website. BATForce, an alliance of organisations across the G21 region, seeks to support, design, and implement initiatives across the region that benefit young people and create opportunities that serve the broader community where individual organisations may not be able to act independently.

This Leaders for Geelong Project Team were engaged by BATForce because, whilst great progress was being made in the development of the WorkCareFactor website, the engagement with community-based small and medium businesses was not progressing at a rate that was imagined by the project. The Project Team was tasked with the creation of a video that could be used as part of engagement and showcasing the WorkCareFactor website, and to directly engage 10-12 small and medium businesses who were yet to be engaged with the website.

Through the use of the promotional video and a brief digital tutorial of the resources available on the WorkCareFactor website, BATForce will be able to enhance their reach across the region, engaging with small and medium businesses, while supporting workplaces to continue to work towards being psychologically safe for the emerging workforce.

The full report is available here: <https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-Work-Space-Safe-Place-webacc-compressed.pdf>

Project team (L-R): Shannon Roberts, Priscila Pettiford, Bethany McClelland, Karyn Mueller, Stephanie Davey





## Bethany McClelland

Program Manager Acute Intervention Services, Barwon Health

I was fortunate enough to be nominated and sponsored by Barwon Health to participate in the 2021-22 Leaders for Geelong program. Whilst I have been extremely privileged to be part of the immense growth and development within the Mental Health sector, the Leaders for Geelong program has provided me the opportunity to learn about the incredible initiatives that are happening across our region.

Being part of the Leaders for Geelong program has allowed me to be surrounded by like-minded, passionate leaders from a range of industries. The seminars and guest speakers who have presented throughout the program have been inspiring and motivating, often challenging my own ideas about my leadership and my role in the ongoing development of the Barwon region.

Having the opportunity to be part of the Project BATForce initiative was a great experience. Our Project Champion and Project Sponsor have such passion for the work that they are doing, it was a privilege to be able to be a part of bringing their project vision to life.

I was able to develop some of my leadership qualities as part of this project, as well as challenge myself to lean in to roles that are more uncomfortable.

The Leaders for Geelong program has encouraged me to see my leadership role as more than what I bring to my workplace, and to seek opportunities to participate in the ongoing development of this truly innovative region.



## Karyn Mueller

Director, Technical Advisory Branch, Operations and Support Division, National Disability Insurance Agency

The Leaders for Geelong program has provided opportunities that have challenged and grown my leadership knowledge and experiences.

Gaining knowledge and understanding regarding the various leadership networks that coordinate within the Geelong community has been both surprising and inspiring to me.

I personally found the community leader guest speaker sessions offered throughout the program energising and they challenged my growth to apply these words of wisdom to my own leadership journey.

The Leaders for Geelong program has expanded my view of leadership opportunities within my organisation, to future possibilities of engagement with my community and exploring how I can play my part in continuing to grow Geelong's community vision.



## Priscila Pettiford

Team Leader, Inclusive Employment, gforce Employment + Recruitment

Since we started the Leaders for Geelong program it has been both challenging and rewarding as we had to pivot to adjust to the new COVID way of doing things while getting to know our teams, the project and still attend the program commitments.

The main highlight for me was the way my Project Team were able to connect, engage and the success of completion of our scope.

The main insights that I will take from the past 15 months is that becoming a Community Leader is about recognising that I can make a difference, and I can affect social change with generosity, responsibility, and working in cooperation with others.

Now, as a Community Leader, I am inspired to continue to do my best to further develop and use my ability to guide and influence others to maximise their strengths.





## Shannon Roberts

National Sales & Marketing Manager,  
Australian Tyre Traders

The program has given me an opportunity to learn about the greater Geelong region, which has been a blessing, considering that my young family moved here only a short time ago. The connection with local businesses has proven to be significant both personally and professionally and has helped me develop an appreciation of the challenges we face as a community.

I have appreciated the opportunity to engage with a network covering many new areas of business having built my career in the private sector. Exposure to the public, government and not-for-profit sectors has been great and has provided a steep learning curve. It has introduced me to the efficient architecture needed within these firms and to key themes such as how decisions are made, styles of leadership, and what challenges they may face whilst striving to achieve their goals, which I consider to be vital and key learnings.

My greatest appreciations and insights have been taken from our Project Team. In what I believe to be such an important issue that businesses and employees are dealing with, having the opportunity to learn about the challenges of young workers in the region and how to ensure they have a psychologically safe work environment has been immensely rewarding.

The support and comradery built throughout our project is something that I will look back and draw inspiration from for years to come.



## Stephanie Davey

Manager, Human Resources,  
Barwon Coast

The program has been a wonderful opportunity to meet and connect with inspirational leaders within our community, not only those who have presented but those who have participated in the 2021-22 Leaders for Geelong program.

The diverse range of topics covered from innovation, arts and culture to change management and unconscious bias, demonstrate how the concept of leadership differs for everyone.

The highlight of the program was being part of the incredible Community Project team, who developed a video promoting the WorkCareFactor website which facilitates the creation of psychologically safe workplaces.

# How Do You Engage?

Special thanks to  
Project Champion -  
Luisa La Fornara, Operations  
Manager, Creative Geelong  
Alumni Mentor - Jorja Millar,  
Manager Measurement and  
Evaluation, Australian Tax  
Office, 2015-17 Leaders for  
Geelong Participant

Creative Geelong is a not-for-profit organisation, which commenced operating in 2015 and is located at The Exchange at the Centrepont Arcade, on Little Malop Street, Geelong. COVID-19 has had a significant negative impact on the growth of Creative Geelong and The Exchange.

In consultation with Creative Geelong, the Leaders for Geelong Community Project Group developed three Roadmaps to support and assist Creative Geelong with delivery of the 2021-2022 Strategic Plan.

To update, create and embed sustainability practices for the next generation of the custodians, creatives, and community for The Exchange, *Roadmaps* have been developed, which focus on Stakeholder Engagement, Marketing and Communications and Commercial operations.

In completing the Roadmaps, the project team engaged in community consultation through a published survey, completed a detailed engagement plan, conducted a series of consultation interviews with international and local creative hubs, which formed the basis for a series of case studies, and engaged in further community consultation through participation in the Creative Geelong "May'd Festival."

Based on the above findings, a series of recommendations were developed to support Creative Geelong in meeting its Strategic Plan, including:

### 1. Targeted Consultation

Further stakeholder consultation required from a range of sectors within the community. This is encouraged to further understand the opportunities for Creative Geelong to meet its Strategic Plan.

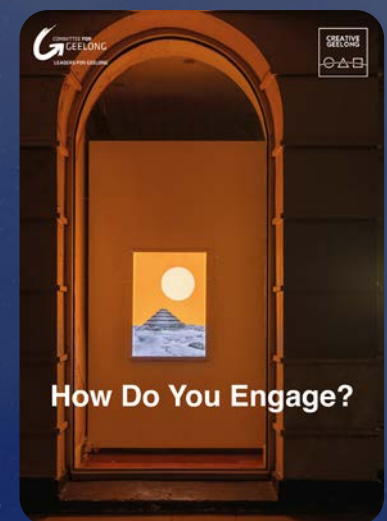
### 2. Define Creatives and their values

Adopt an expansive definition of "creatives" and be clear on the key values sought by creatives coming into the space. Get key stakeholders and grassroots creatives involved from the beginning through an advisory board.

### 3. Identify end goal for eventual profits

Identify the model of how profits will be reinvested that is consistent with the values of Creative Geelong and communicate that vision to creatives.

### 4. Meet practical needs and placemaking design based on consultation



Ensure the requirements of creatives are met in terms of equipment, safety and accessibility. Design the space to promote collaboration and prioritise engaging a café tenant to bring people into the space and encourage connection.

### 5. Work together to overcome location stigma

Engage with other organisations, creatives, and local traders in the area to build an "area co-operative". Define a vision for the space and identify goals to implement the vision. Focus on the role of art in creating a sense of place, creating events, building physical and business infrastructure, and influencing planning.

### 6. Provide more value for creatives

Go beyond being just a place for creatives to utilise. Provide additional supports such as access to networks and programs to provide expertise in business, legal, accounting and marketing, and exhibition opportunities.

### 7. Increase the promotion of exhibitions

Increase the promotion of exhibitions, together with the addition of a café space for occupants to draw life into the area. This would benefit from increased funding channels to support the marketing strategies to reach target audiences.



**Creative Geelong consolidated its 2021/2022 Strategic Plan for The Exchange. The Strategic Plan highlighted key areas of importance for the organisation to continue to foster and contribute to the edgy creative community in Geelong. This included key objectives to increase revenue and raise awareness of the opportunities for the space through targeted marketing and communications.**

Due to the pandemic and a number of other factors, there are currently several tenancy vacancies at The Exchange which has increased pressure on Creative Geelong to meet the objectives outlined in the Strategic Plan.

In consultation with Creative Geelong, the Leaders for Geelong Project Group identified three Roadmaps to support and assist the delivery of the 2021/22 Strategic Plan, which is underpinned by a Project Scoping document to ensure deadline and project scope remained aligned.

To read the full project report, please visit:  
<https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-How-Do-You-Engage-webacc.pdf>



Project team (L-R): Jana Perera, Alyssa Riley, Marguerite Alizzi, Kieran Keane, Daniel Fullerton, Claire Faulmann



## Alyssa Riley

Senior CT Radiographer,  
Royal Melbourne Hospital

Participating in the 2021-22 Leaders for Geelong program has been a great opportunity to develop my leadership strengths both in my work life and as a part of the Geelong community. This process has allowed me to understand where I am and how I would like my leadership journey to progress.

The program gave amazing insight and a collaborative platform to work with like-minded, inspired individuals and businesses that have broadened and challenged my way of thinking. These practices came to life through the work on a Community Project. Contributing towards the Creative Geelong How Do You Engage? Project, achieving tangible outcomes and delivering a great result has been a remarkable experience. I am grateful to have had the chance to work alongside a group of outstanding and talented individuals to bring the project to life.

The highlight of the program for me would have to be the Canberra trip. We were fortunate enough to visit during budget week. This experience demonstrated both the highs and lows of the Federal Government system. This was an eventful and eye-opening time showing that the opportunities for leadership are endless.

I am looking forward to becoming a part of the Leaders for Geelong Alumni, with the many networking opportunities and endless occasions to get involved in the growth and development of the Geelong community. I have a passion for Geelong and am excited to be involved in the growth of our region.



## Claire Faulmann

CEO,  
OneCare Geelong

The Leaders for Geelong program has been an incredible experience, one which has been key to my leadership journey. It has been a privilege to hear from exceptional community leaders and to be challenged as to how I can further impact my community.

The program has highlighted the exceptional city we are part of, and the opportunities for growth, impact and innovation that await us.

I would like to thank the Hugh Williamson Foundation for awarding me with a scholarship, making it possible for me to participate in the Leaders for Geelong program. I am truly grateful for the opportunity.



## Daniel Fullerton

Special Counsel,  
Harwood Andrews

Participating in the Leaders for Geelong program has been deeply rewarding. Throughout the program I have learnt about effective leadership styles and skills, engaged with prominent local organisations and community members, and built meaningful connections with other participants.

From the initial onsite residential, I have learned about my own strengths and areas for improvement as a leader, as well as how to effectively engage with the range of personality types in a workplace. I have also developed a deeper understanding of the issues, challenges and opportunities facing our region through meeting with Wadawurrung Traditional Owners and organisations such as Geelong Sustainability and the Advanced Fibre Cluster.

A highlight of the program was participating in the Canberra delegation and spending two days in our capital city. It was insightful to speak with our representatives and observe the operation of our parliamentary system in person; and it was eye opening to attend question time on the day after the budget announcement.

A key insight for me that arose from the program, is the importance of authenticity in effective leadership. The program has given me the confidence and inspiration to pursue community leadership roles, and to do so in an authentic manner. I also now feel more connected to the region in which I live and work as a result of the Leaders for Geelong program.



## Jana Perera

Executive Director,  
Commercial Business, The Gordon

I'm a big advocate for lifelong learning and the Leaders for Geelong program has certainly assisted me with the next step to connect with the local Geelong community. The program allowed me to understand the region better, and develop my authentic leadership skills with a focus on advocacy and influencing what is vital for the region; especially during these challenging times.

Completing the project during the pandemic with a dedicated team certainly made us accomplish more than I thought was possible; from conversations with local to international creatives, from Geelong to the United Kingdom and the United States.

I had the pleasure of meeting and learning from some of Geelong's extremely influential leaders with a high level of experience, commercial, and community expertise.

I have developed my leadership style and connected with some amazing people in the community. I have also strengthened my skills and my understanding of the needs of the Geelong community at a local, state, and national level, which has allowed me to think and action more strategically.

These experiences improved my skills in communication, leadership and team-building. I have gained a new perspective into the challenges that the community face, and I am looking forward to using my skills and knowledge gained to help add value to the community.



## Kieran Keane

Wellness & Prevention Engagement  
Manager, Beyond Blue

The past 15 months has been an incredible journey as we managed the unpredictable nature of the pandemic to complete a diverse and challenging program that saw us grow as people, and as leaders.

There have been several key highlights throughout the Leaders for Geelong program. This included:

- The Environment and Indigenous Leadership session where we were fortunate to hear truly powerful stories and gain a better understanding of the challenges First Nations people have and continue to endure; and
- The Opening Residential, which kicked off the program with a bang and was an enjoyable couple of days as we explored who we are as people and as leaders.

The program has further strengthened my priority to better understand those that I work with by going beyond the role to provide an environment for people to thrive in.

The Community Project has provided an invaluable opportunity for me and my group members to give back to the community in a way that I couldn't have imagined. I have had the privilege of working alongside and learning from a number of talented and passionate people.

I would like to thank all of the individuals and organisations who continue to support the program whilst acknowledging my previous employer, WorkSafe Victoria for the opportunity to participate in this fantastic program.



## Marguerite Alizzi

Divisional Support Officer,  
Communications and Engagement  
Division, National Disability Insurance  
Agency

It has been a privilege to have been awarded the Inaugural Committee for Geelong Aboriginal and/or Torres Strait Islander Scholarship to participate in the 2021-22 Leaders for Geelong program, and I wish to thank the Committee for Geelong for this incredible opportunity.

The last 15 months have been extremely enriching, not only in terms of my personal leadership development, but learning from Geelong's community leaders, their strategic leadership style and the innovation they bring to our community. There have been numerous highlights, but a standout has been the generosity, openness and transparency of their experiences - both personal and professional. The dedication to their craft and the future of Geelong is inspiring.

Meeting other emerging leaders from our region has been another highlight. The pandemic impacted our ability to engage face-to-face as regularly as planned, but when we did, the days were so fruitful and rewarding.

Of course, the other highlight has been working closely with a talented group of people on our project. Thank you Jana, Claire, Alyssa, Daniel and Kieran, together with our Project Champion, Luisa La Fornara and mentor, Jorja Millar (Leaders for Geelong 2015-17 Participant) whose support and advice has been invaluable.



# Your Roadmap to a Net Zero Carbon Community in Geelong

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Special thanks to  
Project Champion -  
Vicki Perrett, President at  
Geelong Sustainability  
Alumni Mentor - Wes Self,  
Chief Operating Officer at  
GMHBA, 2013-15 Leaders for  
Geelong Participant.

For years beyond measure, Australia has been subject to dramatic shifts in temperature, and climatic events that never cease to challenge the resilience of the people and animals that adorn this land.

No longer can science be ignored. As the climatic events get more extreme, as more people lose their homes and their lives, society can no longer do nothing.

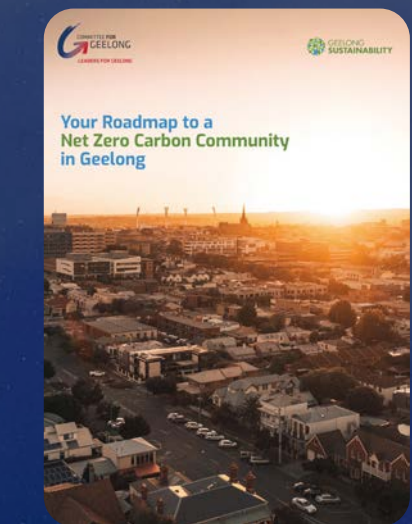
The report and its contributors, acknowledge and appreciate the extensive research that has been completed and published in regards to climate change, and its impacts on us - as a world, as a country, as a community, and as individuals. It accepts that there is a climate emergency, a threat even more immediate, widespread and pronounced than a pandemic or a war. It also understands that this is not something that can be stopped or fixed, it is something that needs to be slowed and rectified, and that it is EVERYONE'S responsibility.

The contributors hope to provide a different approach, and tell a different story, and show you what you, your friends, family and workplaces can do, to make a real difference.

They developed a *Roadmap to a Zero-Net Carbon Community in Geelong* and in doing so hope to set people on the path to reducing carbon emissions and making a tangible and practical step in the direction of a safer and more sustainable home, workplace and lifestyle.

Readers of the report will be able to identify where they fit in a 5-step plan, and what they can do to progress to the next 'level'. They will be granted the title of a Zero-Hero if they can make it to step-5, being 100% engaged and implementing a zero-carbon plan.

In delivering this project, the team completed research and collaborated with local community groups to ensure they could produce a report, and a roadmap, that is relatable, practical and achievable. In particular, a survey was conducted to understand the community's understanding of zero-carbon targets and their appetite to achieve them.



The key findings from this survey informed the project direction and scope. Some key outcomes were:

- 1. 100% of respondents believe zero-net carbon is achievable;**
- 2. 44% of respondents do not have a plan for achieving zero-net carbon;**
- 3. The dominant barriers to achieving net-zero carbon are financial and resource based;**
- 4. 56% of respondents have invested in renewable energy - mostly in solar power initiatives.**

**The report applies the roadmap principles to real-life examples by exploring how different community groups, organisations, and households have responded to the challenge of achieving net-zero carbon.**

**This was achieved by identifying a need or implementing plans to keep them on track and accountable, and working together to serve the community as effectively and efficiently as possible.**

Based on the research, collaboration, and resultant discussion, the report and importantly the roadmap were produced, which primarily aims to get people on track to contributing in a meaningful way toward the City of Greater Geelong strategy to achieve a zero-net carbon community by 2035.

You can read the full report here: [https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-Your-Roadmap-to-a-Net-Zero-Carbon-Community-in-Geelong-webacc\\_compressed.pdf](https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-Your-Roadmap-to-a-Net-Zero-Carbon-Community-in-Geelong-webacc_compressed.pdf)



Project team (L-R): Dr Richard Lunz, Justine White, Sophie Harris, Rohan Lovell, Matthew Crawley, Nicole Carter





## Justine White

Production Specialist,  
Viva Energy

As being in a position of leadership is a relatively new experience for me, I found the Leaders for Geelong program enormously beneficial in helping me establish early on what kind of leader I want to be. I was also extremely privileged to be part of such a talented and diverse group of participants, and gained a lot of insights from listening to their individual journeys.

Given I'm very new to Geelong I'm also grateful for the friendships I formed during the program. Moving to a new area is never easy and I feel really lucky that I've been able to meet and form bonds with a number of amazing and inspiring people.

The program itself gave me a real insight into how to be more self-aware, not only in my leadership style but also in how I conduct myself more broadly. A highlight of the course was the trip to Canberra. It was an action-packed couple of days, from visiting the Australian War Memorial (which was extremely moving,) to gaining pearls of wisdom from a number of inspirational speakers, both within and outside of politics.

Another stand out for me was developing an understanding of the main issues faced by a number of disadvantaged groups within the community.

It was also inspiring to hear the work being done by key organisations within Geelong to address these challenges and remove barriers to provide these individuals access to opportunities that many of us take for granted.



## Matthew Crawley

Program Manager,  
Bellarine Catchment Network

I would like to recognise the support of the Bellarine Catchment Network and Committee for Geelong for the opportunity to work with my Project Team, and more broadly, the Leaders for Geelong program. I have benefited from the program and all the opportunities it has presented to grow and develop personally. I feel better placed to provide outreach to the 35 community groups and organisations that my role supports and the environmental initiatives that evolve.

The breadth and diversity of the program has been both surprising and rewarding. It has focused on all elements of the individual and what it means to be a good leader in the community and workplace. I have been impressed by the emphasis on social justice and reduction of inequity across our region. This focus was increasingly adopted by the whole 2021-22 Leaders for Geelong cohort and it became clear to me that this was a shared value set across the representatives. The Innovation and Creativity theme, along with the Cultural Awareness Program, stood out and resonated with me.

I have reflected on the wonderful speakers and the insights they provided; the candour in which they shared their stories, relaying missed steps along the way, personalised their journeys, and reinforced in me that vulnerabilities can be a strength, not a weakness.

The program has provided me with the confidence, skills, and inspiration to take my support and advocacy for the environment to the next level.



## Nicole Carter

Senior Legal Manager,  
Transport Accident Commission

"The beauty of the world lies in the diversity of its people" (Unknown), and the same can be said of the Leaders for Geelong 2021-22 program participants. I learnt so much from the diversity of opinions that were shared throughout the program, and valued what each participant's unique background and experience taught me.

A highlight of the program for me was the Canberra Trip. The opportunity to speak directly with elected leaders about their passions, goals, and leadership journey was inspiring. It was also encouraging to hear that our representatives were ensuring our voice is heard by those that can make a difference. In particular, I enjoyed hearing first-hand about various Parliamentary Members' journey to politics, and the challenge of compromise whilst maintaining core values, and their various approaches to leadership; the importance of remaining persistent in the face of resistance when the goal remains, to be relevant and significant.

Maintaining a high level of consistent connectivity in a hybrid environment was challenging, and in some ways I wish I had got to know more about my fellow participants earlier on, but the best was made of the circumstances and I am so grateful for the friendships I have formed.

I am confident the skills I have learnt throughout the program, and more importantly the insights and perspective I have gained, will make me a better leader for my team, my organisation, and my community.





## Rohan Lovell

Director Property Services,  
Fire Rescue Victoria

The Leaders for Geelong program has facilitated within me a sense of clarity of my own behavioural preferences, recognising my strengths, weaknesses, and developing processes for better utilising them.

The past 15 months has enabled self-reflection that has allowed me to better understand my own leadership traits and shown me how to encourage those behaviours within others. I believe that real leadership is about trust, humility, constant learning and being comfortably uncomfortable in your growth journey.

The professional development activities provided by the Committee for Geelong during the Leaders for Geelong journey have been an invaluable feature of the program. The openness of all guest speakers, facilitators and trainers challenged me to step outside of my comfort zone to encourage development and conscious growth in my role as a leader.

I have been able to take away many of the leadership behaviours and insights from the program and embed in my day to day activities as a leader within my organisation and the community.

I appreciate that this program brings together participants from many different backgrounds, sectors, generations and roles for reflection and development. The group of individuals I joined with to undertake a Community Project is now a cohesive team who will use the newly built friendships, relationships and trust to access new opportunities that will have a positive impact on the community.



## Sophie Harris

Partnerships Manager,  
Give Where You Live

The highlights for me have been meeting thoughtful, driven and intelligent people who all openly shared their stories and experiences.

I enjoyed coming together in the smaller groups to work on projects and design solutions focused on creating a fairer Geelong community. This was an intense and extremely rewarding experience where I learnt so much from each member of our team. I have loved hearing from business leaders on their experience of leadership and seeing the enormous diversity of industry and innovation we have in our region. I am grateful for the brains-trust network I have connected with over this past 15 months.

The key insights for me were to follow what lights you up, or in the words of one of the facilitators, "find your North Star". This lesson translated into real life for me as I started the Leaders for Geelong program working in the superannuation industry. After listening to all the speakers and my fellow participants, within 8 months I had made the decision to do exactly that and move into the community sector – I am glad I did, and am grateful for the inspiration and insight that the Leaders for Geelong program gave me. I don't think I could have made the move without having experienced the program. Other insights were the importance of clarity for myself and others, and to lead authentically, bravely and kindly.

Maya Angelou said, "People will forget what you said, people will forget what you did, but they will never forget how you made them feel" and I will always be grateful for being part of such an inclusive, positive, thought provoking, supportive and inspiring group. Thanks for nudging me to my North Star.



## Dr Richard Lunz

Partnerships Manager,  
Give Where You Live

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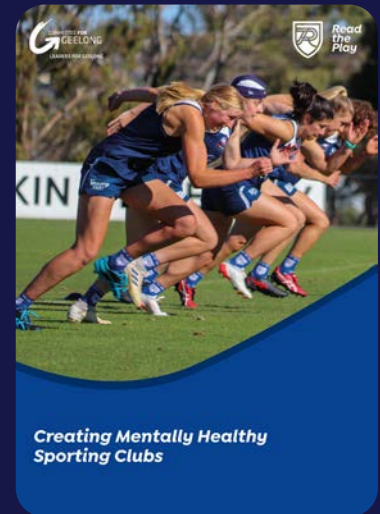
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# Creating Mentally Healthy Sporting Clubs

.....

Special thanks to  
Project Champion -  
Michael Parker, CEO,  
Read the Play Inc.  
Alumni Mentor - Sharon Kelly,  
Legal Manager, Medical Panels,  
Activate Leadership Program  
#8 Participant

As sporting clubs are becoming more and more the 'hub' of the community, local coaches are no longer required to just support their team on the field, they are seen to have a responsibility to support their player's mental health and wellbeing. Research shows that community sport offers an ideal space to support mental health and wellbeing, particularly for young people.



Read the Play is a not-for-profit organisation, born from the Barwon region's need to increase youth health awareness in relation to drugs, alcohol and mental health. It was designed to increase mental health literacy and help seeking behaviour in young people. The overarching purpose is to deliver innovative programs in partnership with sporting clubs that empower young people to take control of their mental health and wellbeing.

The Program has been very successful and is recognised as a major mental health initiative in the Geelong Region supported by the Geelong Football and Netball Leagues.

The Read the Play, Mentally Healthy Sporting Clubs Framework project rationale was to develop a framework to apply to clubs that incorporates programs, policy and governance to create safe and healthy places for people to thrive.

The proposed outcome of this project was to be a robust and agile framework that could be integrated into sporting clubs and the wider community to enhance a community's wellbeing. This project aimed to provide clubs with a 'best practice' model to support their members and players with mental health and wellbeing.

Project team (L-R): Brenton Flynn, Jacqueline White, Josh Delahunty, Brad Roberts, Emily Matthews, Joanne Forssman



**It is vital for the future success of the project in years to come, that key information relevant to the project is correctly resourced and that annual data is collected and information reviewed and updated. The Project Team's hope is that this work will continue to exist and be accessible to sporting clubs, and continue to support players, members and families to develop their mental health literacy.**

Preliminary research was undertaken on existing frameworks, projects and publications to determine what was available within the scope of mental health providers in the realm of regional sport. The group discovered just how 'overcrowded' this space is and identified a number of points of concern including a lack of accredited programs and a surplus of those with no evidence-based results.

The research process also involved engagement with a vast number of stakeholders, both regionally and more broadly. They provided insight into their roles within this space, valuable information and support for the project.

The findings evolved into the development of a number of key deliverables including:

- **An annual survey to identify areas for development within the Barwon region;**
- **A checklist for clubs to self-assess their capacity;**
- **A framework to provide support, direction and information to clubs; and**
- **A website design to be housed by AFL Barwon, which would bring it all together in a central, easily accessible platform.**

To view the full report, please visit:  
<https://committeeforgeelong.com.au/wp-content/uploads/2022/05/LfG-2021-22-Creating-Mentally-Healthy-Sporting-Clubs-webacc-compressed.pdf>







## Brad Roberts

Sport and Recreation Planner,  
City of Greater Geelong

Leaders for Geelong program gave me the opportunity to engage and learn from established and emerging leaders from across Geelong, as well as leaders at a state and national level.

The program provided many thought-provoking sessions, seminars, and guest speakers to challenge my thinking and allowed me to reflect on my leadership journey, highlighting my strengths as well as identifying areas for growth. The chance to meet and work with respected professionals from across the region was fantastic; their willingness to share their experiences, perspectives, and leadership styles were invaluable.

I gained a greater knowledge of the many success stories as well a greater understanding of some of the challenges our community is and will be facing now and in the future.

A highlight of the program was being able to work on a Community Project that appealed to me on a personal level and will help make a difference in the Geelong community for many years to come.

I applaud the Leaders for Geelong program and the Committee for Geelong for helping raise awareness and empowering our next generation of leaders to inspire action and change.

To develop and grow personally, professionally and as leaders in the community, we need to get comfortable being uncomfortable.

'The future is only scary if we try to avoid it.' - Simon Sinek



## Brenton Flynn

Provider Contracts and Relationship  
Manager, GMHBA Health Insurance

The highlight of participating in the Leaders for Geelong program has been the opportunity to meet and build relationships with the other participants. The people who have dedicated their spare time to this program alongside me are just amazing. Listening to each person speak about their lives and future ambitions is inspiring. Each person speaks with such passion about their community and each of them understands what their purpose is within their own community.

Good luck and best wishes to all 2021-2022 Leaders for Geelong graduates, you deserve every success that is surely coming your way.



## Jacqueline White

Community Health Programs  
Manager, Barwon Health

It has been a great privilege to participate in the Leaders for Geelong program. In particular, the opportunity to meet and engage with other participants representing the breadth and diversity of our community has been a fabulous learning experience.

The Community Project work has certainly been a highlight of the program; the opportunity to work closely with other leaders to progress our project has been a great learning experience, and a side benefit has been we have had a lot of fun and enjoyed the experience immensely.

Within the context of the project work, we have had the opportunity to develop an idea into a meaningful piece of work, which has the potential to have a profound impact on the lives of people in our community.

We've had the support of amazing people such as Project Champion, Michael Parker (CEO, Read the Play) and Project Mentor, Sharon Kelly (Legal Manager, Medical Panels, Activate 8 Participant). Each have provided great insights and support to the team which have been invaluable.

I've really enjoyed the chance to meet other leaders who work in varying industries within the Geelong community. I'm certainly inspired to continue to develop these relationships and consider broader opportunities for collaboration.



## Emily Matthews

Academic Manager,  
The Learning Professionals

I am grateful for the opportunity to be part of the 2021-22 Leaders for Geelong program, my participation made possible through sponsorship and support from The Learning Professionals.

Being a new leader, I often find myself doubting my abilities; hearing that voice in my head telling me I'm an imposter. Through my experiences on this program, listening to key speakers and connecting with my peers, I have come to realise that I'm not alone in feeling this - that even the most experienced leaders feel like a fraud sometimes and that's okay. The program has helped me to build my confidence both personally and professionally. I've had many opportunities to further develop my leadership capabilities and recognise skills in myself that I didn't know I already had.

Working on the Read the Play Mentally Healthy Sporting Clubs Framework project has absolutely been the highlight of the program. Having experienced my own mental health challenges over the years, I immediately identified this project as an opportunity to commit myself to an initiative that has the potential to genuinely save lives. I look forward to seeing these resources utilised and further developed in years to come.

I have gained insight into the positive impact that individuals, organisations, and community groups can have on our region, which has been demonstrated on many occasions. Since joining the Leaders for Geelong program, I have taken on committee and leadership roles within my sporting club and within the wider sporting association, in the hope that I can contribute and drive positive change.



## Joanne Forssman

Inclusion Manager,  
genU Karingal St Laurence

I feel fortunate to have had the opportunity to take part in the 2021-22 Leaders for Geelong program.

The program has helped me to understand more about my leadership style and has provided me with an opportunity to build connections with the other participants involved. Whilst we're from vastly different backgrounds in many different roles, we share an interest in discovering more about best practice leadership and better understanding the needs of the Geelong community.

Along the way, we met and heard from some incredible leaders and the work that they, and their organisations, are doing in our region. How lucky we are to be surrounded by people passionate about strengthening our community.

One of the highlights of the program for me was having the opportunity to work on a project to develop a framework for mentally healthy sporting clubs - a cause very close to my heart. Each member of the Project Team understood the important role sporting clubs can play in improving mental health support in our region, and it was a privilege to learn and work alongside my team members.

I'd like to thank our Project Champion, Michael Parker, (CEO Read the Play) and to our Project Mentor, Sharon Kelly (Legal Manager, Medical Panels, Activate 8 Participant) for their engagement and valuable insights throughout our project.

Thanks also to genU for their support of my leadership journey and investing in me to complete the 2021-22 Leaders for Geelong program.



## Josh Delahunty

Project Manager,  
Kane Constructions

The Leaders for Geelong program has been an excellent opportunity to hear and learn from some of the best business and community leaders in the Geelong region.

The program has allowed me to make some valuable connections and provided me with an opportunity to enhance my leadership and development skills.

It has opened my eyes to some of the challenges the Geelong region faces, as well as its many strengths, and the innovative businesses, which will help to take the region forward.

The highlight of the program for me has been to work on an extremely important project amongst a great team. We have collaborated well together and connected to form friendships, despite some challenges.

As with my fellow team members, the Read the Play Community Project was something that I could easily relate to because I've been involved in sporting clubs for most of my life. I have also seen the profound impacts of people struggling with mental health. It's therefore very fulfilling for our team to know that the project will have an impact and provide easy access to mental health resources for those in need, and have the potential to genuinely save lives.

I am grateful for my involvement with the Leaders for Geelong program; the connections I have made and vast learning experiences will assist me both personally and professionally in the future.

# Program Events

Date	Topic	Speakers
Tue 27 April 2021	<b>Opening Residential</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong Catherine Bell, Director, Bell Training Group Damien O'Malley, Director & Senior Consultant, OMC Group
Wed 28 April 2021		Jennifer Cromarty, Chief Executive Officer, Committee for Geelong Cr. Stephanie Asher, Mayor of Geelong (and 2009-11 Leaders for Geelong Participant) Ben Flynn, Chief Executive Officer, Chamber of Commerce (and 2017-18 Leaders for Geelong Participant) Vicki Perrett, President, Geelong Sustainability Group Tracey Slatter, Deputy Chair of Barwon Regional Partnerships, and Managing Director, Barwon Water Justin Giddings, Chief Executive Officer, Avalon Airport Paul Roth, Regional Director at Regional Development Victoria BSW Region Frances Diver, Chief Executive Officer, Barwon Health
Thu 13 May 2021	<b>Leadership Essentials</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong Andrea North-Samardzic, Director, Women's Entrepreneurship Research Alliance (WERA) and Senior Lecturer in Management, Deakin University
Thu 17 June 2021	<b>Business and Tourism Day</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong Jennifer Conley, Chief Executive Officer, Advanced Fibre Cluster, Deakin University Deb Nash, Commercial Director, Truffleduck Brett Ince, Executive Director, Tourism Greater Geelong & The Bellarine David Greig, Chief Executive Officer, GMHBA Andrew Elliott, Head of Operations, Avalon Airport (and 2020-21 Leaders for Geelong Participant) Justin Giddings, Chief Executive Officer, Avalon Airport
Tue 20 July 2021	<b>Introduction to Projects and Project Management Skills</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong Dina Dasic Head of Business Development - Healthcare Programs & Services GMHBA (2019-20 Leaders for Geelong Participant and 2020-21 Alumni Mentor) Damien O'Malley, Director & Senior Consultant, OMC Group
Wed 18 Aug 2021	<b>Project Governance Panel</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong Jennifer Cromarty, Chief Executive Officer, Committee for Geelong Jessica Miller, Deputy General Manager - Preparedness at AMOSC Lisa Shaw, Economic Development Coordinator at Department of Jobs, Precincts and Regions Nicola Wojcik, Strategic Communications, Stakeholder Engagement, Leader, CX - WorkSafe Victoria
Wed 1 Sept 2021	<b>State Parliament Day</b>	Janet Walter, Leadership Portfolio Manager, Committee for Geelong David Reeves, Senior Adviser, Government Relations to the Vice-Chancellor, Deakin University Paul Groenewegen, Assistant Clerk Procedure & Serjeant-at-Arms, Legislative Assembly Ms Christine Couzens MP, State Member for Geelong The Hon. Mary-Anne Thomas, Minister for Regional Development Samantha Ratnam, Leader of the Victorian Greens Jennifer Cromarty, Chief Executive Officer, Committee for Geelong
Mon 15 Nov 2021	<b>Understanding Community Needs and Programs</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Dr Louise Johnson, Honorary Professor, Alfred Deakin Institute for Citizenship and Globalisation, Deakin University, and Dep. Chair, Northern Futures Ltd. Lyn Morgan, Executive Officer, Northern Futures Ltd. Bill Mithen, Chief Executive Officer, Give Where You Live Foundation Helen Bolton, Chief Executive Officer, Sexual Assault and Family Violence Centre Geelong
Fri 26 Nov 2021	<b>Environment and Indigenous Leadership</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Marsha Uppill, Director, Arranyinha Pty Ltd Corrina Eccles, Wadawurrung woman



# Program Events

Date	Topic	Speakers
Sat 11 Dec 2021	<b>Arts and Culture</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Joel McGuiness, Chief Executive Officer and Creative Director, Geelong Arts Centre Prof. Iain Martin, Vice Chancellor Deakin University Archie Roache, Aboriginal Australian Musician Queenie Van De Zandt, Australian Actress, Comedian and Singer
Thu 10 Feb 2022	<b>Report Writing Webinar</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Todd Murphy, Graphic Designer
Mon 14 Feb 2022	<b>Building Block Leadership Essentials 2</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group
Thu 17 March 2022	<b>Innovation and Creativity</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group David Spear, Head of Partnerships and Professional Services, Runway Andrew Jones, Director, NEU21 Penny Whitehead, Deputy Director, Commercial Operations & Development – Geelong Gallery
Tue 29 March 2022	<b>Canberra Delegation</b>	Jennifer Cromarty, Chief Executive Officer, Committee for Geelong Leonard Hill, Deputy Chief Executive Officer and Chief Operating Officer – AIATSIS Cal Bruton OAM, Director, Bruton Basketball Pty. Ltd.
Wed 30 March 2022		Peter Khalil MP, Federal Labor Member for Wills The Hon. Richard Marles MP, Deputy Leader of the Opposition, Member for Corio Libby Coker MP, Federal Labor Member for Corangamite Senator Sarah Henderson, Liberal Senator for Victoria Adam Bandt MP, Leader of the Australian Greens, Federal Greens Member for Melbourne
Mon 4 April 2022	<b>Equity and Wellbeing</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Rebecca Smith, General Manager Community Aged and Disability, Cultura (incorporating Diversitat and MACS) Corrie Inei, Manager Employment Services, Cultura Michelle Hemley, Executive Support Officer, Active Geelong Paul Burns, Pinpoint Acupuncture Geelong Naomi Madigan, School Focused Youth Service Coordinator, BATForce
Wed 27 April 2022	<b>Presentations to Inspire</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group
Thu 5 May 2022	<b>Presentation Feedback Session</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group
Wed 18 May 2022	<b>Project Presentation Luncheon and afternoon seminar</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Clive Pugh, Chair, Committee for Geelong Jennifer Cromarty, Chief Executive Officer, Committee for Geelong Emceed by Leaders for Geelong Alumni, Roxie Bennett
Thu 2 June 2022	<b>Closing Day</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Damien O'Malley, Director & Senior Consultant, OMC Group Clive Pugh, Chair, Committee for Geelong
Thu 16 June 2022	<b>Graduation Dinner</b>	Catherine Bell, Leadership Portfolio Facilitator, and Director, Bell Training Group Clive Pugh, Chair, Committee for Geelong Jennifer Cromarty, Chief Executive Officer, Committee for Geelong Frances Diver, Chief Executive Officer, Barwon Health (Frank Costa Leadership Award Recipient and keynote) Emceed by Leaders for Geelong Alumni, Roxie Bennett




Committee for Geelong Ltd

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