

2019 YEARBOOK



Leadership
Wimmera

wvda

Wimmera Development Association

MAKING A DIFFERENCE SINCE 2002

Leadership Wimmera, through our sponsors, has provided for the training of more than 550 people, since the program commenced. All of these people continue to utilise the important life and leadership skills they have learned in their roles as Business Owners, Managers, Employees, Volunteers, parents, friends and community members.

Employers who have sponsored staff members to participate in Leadership Wimmera programs have observed improvements in the individuals' confidence, performance and willingness to take on greater responsibilities.

Many program graduates have also stepped up to more senior positions in their organisations, taken on roles of responsibility in their communities and seek ways to contribute to the future of their local communities.

Leadership Wimmera aims to provide a cost-effective program to ensure people who want to participate have the opportunity to do so.

OUR AIMS

- Provide inspiring leadership programs to motivate existing and nurture emerging leaders.
- Enhance, develop and promote leadership in the region.
- Contribute to regional development by providing opportunities to grow the skills of people keen to 'make a difference'
- Help to sustain and grow businesses and communities by developing the leadership skills of people in the region.
- Provide mentoring and networking opportunities
- Be a resource for other groups.

OUR MISSION

"Is to stimulate, facilitate and sustain leadership in the region."

A MESSAGE FROM THE MINISTER

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, Leadership Wimmera 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.

Hon. Jaclyn Symes MP

MINISTER FOR REGIONAL DEVELOPMENT





A MESSAGE FROM OUR EXECUTIVE DIRECTOR

It is with great pleasure that I reflect on the success of the 2019 Program and achievements of our programs participants.

The 2019, Leadership Wimmera program has again highlighted the amount of local talent engaged with local businesses and organisations across the Wimmera Southern Mallee Region. The commitment and high level of participation by the class of 2019 has seen 27 participants graduate this years' Regional Leadership Skills and Business Leaders programs. This brings the total number of Leadership Wimmera Graduates to more than 550 individuals from the Wimmera Southern Mallee since we commenced the program in 2002.

The Leadership Wimmera program aims to assist in the development of regional leaders for the future of our region and during this years' program, each participant has come to understand that the future prosperity of the Wimmera is linked to active and passionate engagement by community leaders. While the program will be of benefit to the region as a whole, each individual has also benefited and I hope that you will be able to use your new skills in both your personal and professional lives.

The Leadership Wimmera program is made possible by the generous support of our sponsors, community and business leaders, ACE Radio Broadcasters and the Victorian State Government. During the course of the year, a number of local lunchtime speakers and mentors have also assisted our participants and I thank them for their commitment and sharing their skills and expertise. Thank you for your ongoing support as it allows us to deliver highly valued programs which enjoy a growing regional reputation.

Thank you to the many regional employers who have

provided both financial and time release support and family and friends who have been with you every step of this unique development opportunity. Leadership Wimmera thanks to our Program Partners who have generously provided scholarships for our aspiring leaders. Our journey would not have been possible without each and every one of you.

The Victorian State Government has confirmed a 12-month extension of funding for the program in 2020 which Leading Teams will continue to deliver. In 2020, as part of our commitment to this program, Wimmera Development Association will undertake a review of the Leadership Wimmera program as it works to secure future funding for its delivery.

We look forward to you continuing your leadership journey via many opportunities offered through the Graduate Network Program to assist you to remain connected to your Leadership Wimmera network and take advantage of the opportunities your membership provides you both locally and at a state level.

Thank you for your commitment to the betterment of Wimmera Southern Mallee Region. Your Leadership will assist many aspects of life, Self, Family, Work & Community, building on the liveability of the region in which we live, work and play. I wish you every success for the future.

Mark Fletcher

ACTING EXECUTIVE DIRECTOR

A MESSAGE FROM THE CHAIR

Congratulations to the 11 Business Leaders and 16 Regional Leadership Skill participants of 2019.

The leap of faith you have taken this year has, as you now know, given you great knowledge, confidence, strength and connections you never would have believed. Not to mention the challenges and fears you have had to conquer to make it to graduation.

The growth you have made in the past year is because you challenged yourself (and others) and stepped out of your comfort bubble. Leadership at its best.

I hope with the skills and confidence you have gained this year, you will continue to develop as leaders in our community. A community that needs people like you to make a difference through your enthusiasm and genuine care.

I would like to thank the Leadership Wimmera Committee for their commitment to this year's program and for their valuable input throughout the year. I would like to thank Chris and the Wimmera Development Association for auspicing the program and for their continued support and direction.

As Emily moves on to maternity leave, I would like to thank her for her dedication and hard work for Leadership Wimmera and our Graduate network. Thanks, and all the best as you continue a new journey of leadership and growth.

To all the graduates of the 2019 program, I hope you remember your journey as you go about your daily lives and continue to be the leader you are meant to be.

The Graduate Network provides for you to continue to grow and stay connected. As a Graduate of our 2019 program, you now join the "Family". So, I encourage you to get involved with the opportunities the Graduate Network provides to you, to stay connected and continue to develop your skills.

Congratulations!

Mary Dagleish

CHAIR

LEADERSHIP WIMMERA COMMITTEE

Mary Dagleish (Chair)

Josh Koenig (WDA Rep)

Tim Shaw (Vice Chair)

Colin Kemp (RDV Rep)

Emilia Johns

Rob Moir

Jo Bourke

Cathy Tischler

Donald Carter

Mark Fletcher (Acting Executive
Director, WDA)

Emily Telfer (Leadership
Wimmera, Coordinator)

A MESSAGE FROM THE COORDINATOR

In 2019, Leadership Wimmera delivered two programs to 27 participants drawn from the Wimmera, Grampians and Mallee communities with support from the Victorian State Government through Regional Development Victoria's Stronger Regional Communities Plan.

Our Business Leaders Group Program (BLG) and Regional Leadership Skills Program (RLS) days were facilitated by Leading Teams Australia who specialises in team-building and leadership programs for elite sporting and corporate organisations across Australia.

The Business Leaders Program participants have each developed an individual enterprise improvement plan through which they will continue to deliver positive outcomes for future employment growth for their business and the region. The Regional Leadership Skills Program participants have selected four community projects to work on this year.

This year we continued the Lunchtime Speaker Series where we invited LW graduates and leaders from across the region to share their leadership journey stories with the 2019 participants. The Regional Leadership Skills group heard from Horsham Healthy Minds advocate Robert Walter, 2018 RLS Graduate Vanessa O'Loughlin and 2012 BLG Graduate Penelope Manserra. The Business Leaders group heard from Healthy Minds advocate Robert Walter, 2018 BLG graduate Emma Elsom, Member for Lowan, Emma Kealy MP and Horsham Rural City Council Mayor Mark Radford.

To introduce the participants of the 2019 Business Leaders Group to the participants of the 2019 Regional Leadership Skills Group we hosted a combined programs dinner in April at Bonnie & Clyde's Restaurant in Horsham. 25 of our 27 participants attended the evening and all had a wonderful time getting to know each other.

In September, a group of 15 current participants attended the Regional Leadership Australia (formerly VRLCP) Combined Programs Day and visited Parliament House in Melbourne. The group toured Parliament House, met with the President of the Legislative Council and Speaker of the Legislative Assembly and sat in on Question Time. Emma Kealy, Member for Lowan joined the group for Lunch in the Sessions Cafe followed by a meeting with a representative of the Parliamentary Committee.

The participants of both 2019 leadership programs made their presentations to the Leadership Wimmera Committee, sponsors, employers and invited guests at 'Leadership Day' on Friday

4th October at Federation University Horsham. Followed by a Graduation Dinner and Ceremony held that evening where 80 guests celebrated with our graduates at the Horsham Town Hall.

Our guest speaker was Jane Tomnay, an Associate Professor at Melbourne University, but based in Shepparton in Regional Victoria.

She has worked in sexual health for the past 25+ years, and is a strong advocate for regional health outcomes. She was able to share some of her knowledge about undertaking change management in regional communities. Our LW Graduate Network speaker was Luke Austin who graduated from the 2014 Business Leaders Program.

Leadership Wimmera acknowledges the valued support from founding sponsors ACE Radio Broadcasters and the State Government of Victoria through Regional Development Victoria. ACE Radio has directly sponsored two staff members to participate in Business Leaders Group and two staff members to participate in Regional Leadership Skills, as well as assisting four more people to participate in the program.

Wimmera Development Association, Wimmera Uniting Care, Leading Teams Australia, Federation University, Wimmera Catchment Management Authority and the Wimmera Business Centre proudly also sponsored Leadership Wimmera in 2019. Past Chair of the Leadership Wimmera Committee, Robyn Lardner, together with her husband Des, have sponsored one Regional Leadership Skills participant. The Hugh D.T. Williamson Foundation has directly contributed to program fees for two 2019 participants.

Well done to all, I wish you all the best for your future endeavours.

Emily Telfer

LEADERSHIP WIMMERA COORDINATOR

LEADERSHIP Success INSPIRE
Vision CHANGE Networking
PROGRAM Lead ENGAGE
Regional WIMMERA Guidance MOTIVATE
Inclusion ENCOURAGE Positive
Manage INSPIRATION
PERFORMANCE Build COMMUNITY
VOLUNTEER Mission VALUES
Direction MECHANICS Grow
LEADING Business TRUST Coaching FEEDBACK
Genuine CONVERSATIONS Attitude SELF-TALK
DELEGATING Respect GOAL
Tools EXPERIMENTING Believe
IDEA Thinking INNOVATE
Confident ACHIEVEMENT Teamwork
Interpersonal GROUP
Outcome MANAGER Task
SKILLS Communication STRATEGY
Social PROCESS Action
COLLABORATION Training GOVERNANCE
Enthusiasm DETERMINATION

RLS LEADERS

CLAIR MCDONALD

My highlight of the year has been learning and recognising in myself that I am a leader, and the importance of having genuine conversations.

I enjoyed using the DISC profiling, learning where my strengths and weaknesses are and how they show up in my life. I have loved challenging myself and overall this year has been transformative for me.



BEN MUIR

Hi, my name is Ben Muir I am a Wotjobaluk/ Jardawadjali/ Yorta Yorta man, I am the aboriginal water officer for the Wimmera CMA.

My journey as I entered the Regional Leadership Program started off very nerve wrecking.

I found it very hard as I found it really intimidating doing a course that is not full of aboriginal/Koori people. With no aboriginal/koori people in the program, I was able to come out of my shell and be the leader/ person I've always wanted to be. That is to be a leader of my community for my people.

ANNIE HOBBY

My biggest highlight was seeing our project come together and see the wonderful sense of community that brought so many people to our event.

I've learnt to keep challenging myself personally and professionally and to keep taking opportunities that come my way.

I will cherish the friendships and networks formed through this course and have enjoyed getting to know different parts of our community which has been great as a newcomer to Horsham.



HSERWAH POKYAUT

My greatest highlight from undertaking this year was to successfully complete the rock climbing, an activity that has previously worried me as I have never done it before.

From participating in the RLS program, I have learnt to approach tasks with more of an open mind and have greater confidence in my own abilities, views and opinions.

HOLLY KING

My leadership journey hasn't really had a single "Ah-ha!" moment, it's been lots of little moments instead.

I've realised the massive effect words with negative connotations can have on people and I've also made it my personal mission to start giving more detailed answers to "How are you?" than "good." Talk about a conversation killer.



JONATHON STARKS

My leadership journey has been about people. As an introvert, this course pushed me outside my comfort zone. It showed me new ways to engage, share, communicate with and respect people, and how to build an effective team environment. I can be a bit judgy, but we all have strengths, and can all make valuable contributions as part of a team.

JESSIE KOSCHITZKE

Through my leadership journey I have met a group of amazing individuals and been inspired by every one of their stories. I have learned the importance of self-talk and confidence and I will continue to work on this.

My overall highlight has been making new friends.



WENDY MCINNES

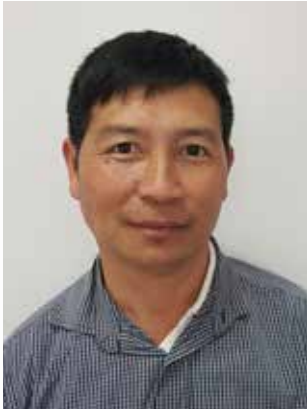
The RLS program has been fun, engaging and I have thoroughly enjoyed getting to know a wide range of people. With Jake's guidance and open and honest stories we have all formed bonds that will carry on into the future.

I have been able to improve my ability to understand and support people but also self-reflect when required that will give more depth and enjoyment to my relationships.

KAW DOH HTOO

The highlight of my year has been building relationships and developing my Leadership Skills. Coming from Burma, I had never learnt any Leadership skills before so it was great to learn these while building trusting relationships with my fellow group members.

I have learnt vital communication skills and made new friends that I have been able to share my personal journey with.



TIM WINFIELD

My greatest highlight would've been after the retreat weekend and realising that everyone in the group was in a different situation but knowing we were all there to support each other with a common goal.

The skills I have gained from this course will not only help me in my workplace but in many aspects of my everyday life.

KAYCEE BOULD

I absolutely loved every moment of the Leadership Wimmera course.

The insight into my personality, meeting likeminded people and having guidance into growing professionally.

The highlight for me was the project. I found it good to put to practice what we learned in each workshop, but also start to grow those genuine relationships



TRACY DART

My greatest moment from the course was sharing our significant items. I was blown away by the remarkable group of people that surrounded me. This cemented that we don't need to look far to find inspiration, we just need to make an effort to connect with the people around us.

My key learning was that I need to take breaks from regular routines and responsibilities and give myself time for reflection and growth. If we want to lead in any capacity we need to continue to develop our skills and reflect, this will allow us to grow and lead with purpose.

RHIANON PLUSH

The highlight of the Leadership course for me was our group project Let's Paw's. It was an achievement for me that we could put this event on and that community members turned out to show their support.

I have enjoyed meeting a great group of people and I climbed a mountain. If I can do that what else can I do?



VENETIA KARDOGEROS

The Leadership Project group overall was one of the highlights of my year as it was so enjoyable. It was exciting to watch how our project grew and transformed into an event that used existing networks.

I have learnt a lot about myself through the DISC profiling and how to interact with others in various environments. I learned to alter my notion of 'negative' or 'positive' feedback, and engage in genuine conversations in personal and professional relationships.

SARA BARRON

Shared goals + agreed behavioural frameworks + genuine conversations = happy, healthy, high performing teams. What an exciting, insightful journey of discovery this training has been.

Full of useful ways to reframe thinking and reshape personal and professional relationships and behaviours. Not to mention wonderful friendships formed along the way. Thanks for the opportunity!



ZACK CURRIE

Throughout my leadership journey this year I have gained some great life skills that will stick with me for years to come.

The most valuable part of the course for myself was learning how to understand different personalities and how to adapt my own personality so as to make whatever situation I may find myself in, whether it be in the workplace or the wider community, reach positive outcomes

REGIONAL LEADERSHIP SKILLS COMMUNITY PROJECTS



PATCHWORK PLOT AND TASTE OF THE WORLD

GOAL:

To create a social learning space to bring individuals and communities together to celebrate our cultures through gardening, cooking, learning and celebration.

PROJECT GROUP:

- Wendy McInnes
- Sara Barron
- Venetia Kardogeros
- Hserwah Pokyaut
- Annie Hobby

MENTOR:

Tammy McDonald

TARGET AUDIENCE:

Multicultural community, Oasis Wimmera, friends and family, Salvation Army community and The Patch network

ACTIVITIES

- Pumpkin taste testing
- Taste of the World Event (cooking demonstration and tasting)
- Launch of the Patchwork Plot garden bed

Our initial idea was to create a multicultural garden bed, run a cooking demonstration and educate about the benefits of native plants for backyard biodiversity. Throughout the year,

we caught up at our monthly workshops and worked with our mentor Tammy who helped us refine our ideas and make sure that we were able to deliver the project successfully.

We decided to scale down our idea and use an existing community garden at the Salvation Army, called 'The Patch' to set up the multicultural garden bed. We also decided to partner with Oasis Wimmera to use an existing event that they ran called 'Taste of the World' to complete cooking demonstrations and pumpkin taste testing. By using existing networks and contacts, we were able to support the groups and their events, rather than create our own.

We had over 50 people attend our event plus many children which included community members from the Philippines, Myanmar, Thailand, Bangladesh, Turkey, China, Vietnam, Nepal, India, Kashmir, Argentina, and the Solomon Islands. Venetia's mum Maryanne and Hserwah were our cooks for the day and created:

- Deep-fried eggplant
- Chicken curry
- Chicken adobo
- Pancit
- Biko (dessert)

We had 6 varieties of pumpkin (grown at The Patch) for those that attended to taste. We had lots of great feedback from those who attended, unexpected visitors, Oasis and the Salvation Army with lots of praise for the cooks!





THE RIVER MEMORIAL GARDEN

PROJECT LEADERS:

- Zack Currie
- Kaw Doh Htoo
- Tim Winfield

MENTOR:

- Mandy Kirsopp

TARGET AUDIENCE:

People of all ages in the Horsham and surrounding area and any potential visitors to the area.

OUR GOAL:

Our goals were to create a recreational area in an underutilised space along our beautiful Wimmera river for people to relax. This space will have many uses from picnic lunches to even a simple rest stop. Our original plan consisted of a shelter, BBQ and a drinking fountain/rainwater tank, but due to time and budget constraints, we had to downsize our project to make it possible.

THE PROJECT:

Once we all came together with our ideas and settled on a common goal it came down to finding a location and outsourcing the planning. Our project resulted in a memorial garden along the river behind the Ag Society sheds. The project came to an end with a formal ribbon-cutting ceremony held on Sunday 29th September at the 141st Annual Horsham Show.



LET'S PAWS

PROJECT LEADERS:

- Kaycee Bould
- Holly King
- Jessie Koschitzke
- Rhianon Plush
- Jonathan Starks

PROJECT MENTOR:

- Geoff Witmitz

Our idea for Let's Paws was to highlight positive mental health and wellbeing through the involvement of furry friends. We chose to include animals because we found many positive benefits that came from spending time with animals such as dogs and cats. Our vision for the day was to spread a positive message in the community and allow a safe and natural space for anyone to chat with health professionals. We wanted to include not only the general public but community members from a range of different backgrounds and abilities.

We hoped our event would encourage people to think about the benefits a pet can have to their mental health. We crossed our fingers that our goal of fifty community members would attend the day, but we didn't expect to see over one hundred people get involved throughout the course of three hours. The lead up to our event was amazing, with lots of excitement around town and eagerness as people arrived before we were scheduled to start. Horsham Paws took many expressions of interest for both adoption and fostering, and we later discovered a puppy had been adopted as a result of an individual meeting him at Let's Paws.

Our event was a huge success with a wide range of community members attending and the pet-loving community getting heavily involved. We also raised over \$300 as a result of the BBQ from Horsham East/Warracknabeal Rotary Clubs and a raffle donated by Coles. Proceeds were donated to Horsham Paws to fund their mission to the furry members of our community. We encouraged all to take the time to Pause and Talk, at our event Let's Paws.



COLES WEEKLY ADVERTISER

Pet Companion and Well-Being Day

Along with Rural Outreach Program and Gramplans Community Health members onsite

Let's Paws

August 11th, 2019
11am - 3pm
Weir Park, Horsham

**See how pets can brighten your day.
Pat a puppy, cuddle a cat, and have a chat.**

Like our Facebook Page 'Let's Paws' for more information!

This project is part of the 2019 Regional Leadership Skills Program



WOTJOBALUK FESTIVAL

GROUP MEMBERS:

- Ben Muir
- Tracy Dart
- Clair McDonald



Our Leadership Project was undertaken and planned through the Wotjobaluk festival which was partnered and organised by several different organisations within the Wimmera Community.

Partners such as Barengi Gadjin land Council, Wimmera CMA, Goolum Goolum, Parks Vic and the Hindmarsh Shire Council come together to celebrate the culture and diversity of the Wotjobaluk people and their rich history with song, dance and mob gathering as one.

On 26th of October 2019 at the Dimboola Recreation Reserve the festival was held, the day started slow, we set up the marquees and set aside our jobs for our kid's activities tent. Activities included boomerang painting, face painting, stone/rock art and story-books for kids to enjoy.

Clair was in charge of face painting, while Tracy coordinated the colouring in activities which included kids and adults creating their own rock art. The tattoo designs included Australian native animals such as kangaroos, snakes and koalas.

Children enjoyed creating their own boomerang paintings that included a lot of storytelling and creations.

We also had other workshops such as a basket weaving workshop with Belinda Marks and Aunty Suzie Skurrie, traditional tool making with Damien Skurrie, an arts and craft workshop with Tanisha Lovett from Goolum Goolum, and emu carving workshop conducted by Uncle Vernon Sultan.

The evening was entertained by local artist, Alice Skye and Savannah Kruger with some music to relax our minds from a big day.



BLG LEADERS

AMANDA CARRACHER

The Leadership Wimmera program hasn't disappointed. From the start of the retreat our group clicked and it has been a pleasure getting to know each of the members of the Business leaders Group.

I have enjoyed learning and developing skills around personality types and my own DISC profile. I was skeptical at first but as we delved deeper into the information I came to see how relevant and accurate it was.



KELLY SCHILLING

Leadership Wimmera has opened my eyes up to different ways of being a leader and improving myself both professionally and personally. The people you meet in this course are ones for life and their words of wisdom have really helped me to where I am today on my leadership journey.

I look forward to using the tools and friendships from this course and continue to grow as a leader in the workplace, community and at home.

BELINDA PENNY

The highlight of my year has been the DISC profiling and how it identified myself and others. It allowed me to understand how and why other people behave. Through that, I have gained a deeper understanding of other people's motivations, goals, fears and attitudes.

I have enjoyed forming new relationships and sharing advice with my fellow team members. They are people I will continue to bounce ideas off from now on.



CHRIS FOLKES

My highlight was witnessing someone overcome a fear and accomplish a goal in the first couple of days of the course. This showed the course members that someone can change and adjust to a situation if they believe in their own ability and if they believe the goal is achievable. For me these adjustments are always required if you strive to be a good leader.

Even though I have all of the attributes of an eagle, I know I can now adjust my personal style and use other DISC profiles both at work and at home.



KATE WATERWORTH

I had wanted to participate in the business leaders group for a few years now. Having seen the growth and positive changes in the previous participants I was keen to experience what the program has to offer. I was not disappointed. Meeting the other participants and getting to know them was also a highlight.

LLEWELYN CLARK

Without a doubt, the highlight of this year has been seeing the growth in my staff as I've put into practice what I have learnt throughout the Business Leaders course.

Genuine conversations really do work!! This course has taught me the necessity of self-reflection. Developing my personal trademark was a challenge, but the moment my heart, mind and actions aligned, that is where I found true joy.



LUISA SCHELLENS

I enjoyed that the style of the course nurtured a space where we could be open and vulnerable, and I have enjoyed the supportive and encouraging environment that developed as a result. I have gained confidence in myself to develop my leadership skills and now have a variety of useful resources.



EMMA HYNES

I have really enjoyed the Leadership Wimmera program. The tools and models that Daniel has shown us, has helped me to understand healthy leadership and align with the direction of my organisation. I find it to be an encouraging and supportive group that I find to be very empowering.



MATT CHARLES

Throughout my leadership journey, I have been able to get out of my comfort zone and meet a great group of people.

I have enjoyed learning about the different leadership styles and how to better communicate in my workplace.

MICHELLE RABONE

One of my greatest moments of the year was facing my fear of heights and abseiling on our weekend retreat. Not only was I able to change my mindset to "I can do this" but also encourage others in my group and inspire them to have a go.

The biggest thing that I am taking away from this course is the personality profiling and how different personalities have different traits. It has given me a greater understanding of the people I work with.



TRENT KING

I have enjoyed learning more about the differences in people and how to best communicate with them. I have learnt a lot about myself and developed a personal trademark which has really helped me reinforce my strong points and to work on my weaknesses.

The highlight for me is the people I have met in this course and I look forward to continuing the friendships we have formed. I have come out more confident of my own values but also more focused on where I want to go and what I need to work on to get there.

WEEKEND RETREAT

2019 marked the first year both the Regional Leadership Skills and Business Leaders Group completing their retreat weekend at Roses Gap Recreation Reserve in Halls Gap. Both groups enjoyed the tranquil setting and native wildlife that call Roses Gap home.

The weekend retreat is an opportunity for all participants to form a tight bond that will encapsulate them for the rest of the year as they go on to complete their Leadership Wimmera year. Participants are pushed out of their comfort zones.

Here's what some of the participants had to say about their leadership retreat weekend;

- Had a great weekend and met some great people, looking forward to the remainder of the course.
- The group is now a team, everyone bonded and followed the direction of the facilitator. Great people.
- Was absolutely fantastic! I was so skeptical about the whole thing but so glad I went! Daniel was fantastic and the whole weekend was such an eye-opener. Looking forward to the rest of the sessions with my group!!
- I was hesitant at first, but it was a very warm environment. Made for a lovely weekend.
- Overall the retreat was a great experience. Jake was a really great facilitator because he managed to help us gather our thoughts regarding our agreed behaviours, and was always very helpful. The entire retreat was coordinated seamlessly and things were very clear and straight-forward in terms of the details such as place, time, what to bring.



REGIONAL LEADERSHIP SKILLS GROUP



BUSINESS LEADERS GROUP





VICTORIA PARLIAMENT HOUSE VISIT

15 Participants from both the 2019 Regional Leadership Skills Program and the Business Leaders Program attended the 2019 Parliament House Trip.

Leaving on Sunday 8th September 2019 and returning on Tuesday 10th September 2019. On day two participants attended the Regional Leadership Australia (formerly VRLCP) combined programs day at the Rendezvous Hotel with 80 other participants from the 10 Regional Leadership groups from across Victoria. The topic of the day was 'Stepping Out and Up.' Participants heard from a range of leaders in the community, including past graduates of Fairly Leadership, Rivers and Rangers and Northern Mallee Leaders.

The final day was spent at the Victorian Parliament House where participants received a full tour of the Parliament House, including the new extension and outdoor rooftop garden. Following on, participants received informative presentations from;

- President of the Legislative Council, the Hon Shaun Leane MLC
- Speaker of the Legislative Assembly, the Hon Colin Brooks MP
- Parliament by Richard Willis, Assistant Clerk Procedure, Legislative Council

Next, participants sat in on Question Time in the Legislative Assembly before enjoying lunch in the Sessions café with the local member for Lowan Emma Kealy MP. The final session was a presentation on the role of Committees in the Parliament of Victoria before participants headed back to Horsham.



RLS GUEST SPEAKERS

ROB WALTER

Horsham Healthy Minds

Rob Walter has been involved in Horsham Healthy Minds for the past 8 years. Working closely with Gavin Morrow, the aim of Horsham Healthy Minds is to help combat mental health issues and stress in the community.

Rob addressed the group on the history of Horsham Healthy Minds including attracting inspirational guest speakers to the Wimmera such as ex Geelong Footballer Gareth Andrews and ex Sydney footballer, Paul Roos.

Rob provided an insight into how stress can manifest in the workplace leading to stress and anxiety and how reducing stress in the community is vitally important.



VANESSA O'LOUGHLIN

WSMLLEN Mates Mentoring Program

Vanessa O'Loughlin is a graduate of the 2018 Regional Leadership Skills program. Vanessa has indeed had some exciting roles throughout her leadership journey, balancing work and family life.

Vanessa currently works at the Wimmera Southern Mallee LLEN as the Mates Mentoring Program Project Officer. Vanessa left the group with advice from her key learning from the program, share more about yourself as it is vital for relationship building with your work colleagues and owning your barriers and hurdles.



PENELOPE MANSERRA

Hillross Horsham

Penelope Manserra is a graduate of the 2012 Business Leaders Group and principal of Hillross Financial Planning Group. Penelope is heavily involved in the Wimmera Community and a trustee for the Wimmera Health Care Group Foundation.

Penelope discussed her progression to becoming principal of Hillross Financial Planning, juggling motherhood and the commitments of sport to find a stable work-life balance. Penelope left the group with the message to stay positive and look after yourself to ensure that you have the energy to look after others around you.



BLG GUEST SPEAKERS

EMMA ELSOM

Ace Radio Broadcasters

Emma is a graduate of the 2018 BLG group, providing the group with an insight into her leadership journey. Emma has worked at Ace Radio Broadcasters for over 17 years, working her way up to the role of Content Director and newsreader in 2012.

Emma has been influenced by many different General Managers over the years and realised early her 'Eagle' style directorship towards her team was influencing her working relationships. After participating in the Leadership Wimmera program Emma realised she wanted to change her style of leadership, grabbing a piece from all the managing styles she had seen over the years and piecing them together to become who she is today.



ROB WALTER

Horsham Healthy Minds

Rob Walter has been involved in Horsham Healthy Minds for the past 8 years. Working closely with Gavin Morrow, the aim of Horsham Healthy Minds is to help combat mental health issues and stress in the community.

Rob addressed the group on the history of Horsham Healthy Minds including attracting inspirational guest speakers to the Wimmera such as ex Geelong Footballer Gareth Andrews and ex Sydney footballer, Paul Roos.

Rob provided an insight into how stress can manifest in the workplace leading to stress and anxiety and how reducing stress in the community is vitally important.



EMMA KEALY

State Member for Lowan

Member for Lowan, Emma Kealy shared her leadership story with the BLG group, sharing her very interesting leadership journey.

Emma graduated from university before working in a microbiology lab in Alice Springs, managed patient services in hospitals in Alice Springs and Darwin, became the Regional Manager of Health Scope (now Clinical Labs), Managed Business Support and Development at Hamilton Hospital and most recently spent 5 years as the CEO of Edenhope & District Memorial Hospital.

Emma left the group with one key message, "everyone around you wants to see you succeed, not fail." Emma encouraged participants to believe in themselves in order to achieve success in their leadership journey.



MARK RADFORD

Horsham Rural City Councillor

Mayor Mark Radford shared a very passionate and influential leadership message with the BLG group. Mark grew up in Melbourne, moving to the Wimmera when he was 31 years of age, before starting his own business as an electrician and progressing into local government in 2008 where he is now in his second term as Mayor.

Mark used his example of climbing Mount Buller, as the analogy of his insightful leadership journey. "Have a goal, focus and progress towards it. When challenges arise, we need to push ourselves and continue to work towards our goal." Mark left the group with three key messages;

1. Leadership isn't easy but it is very rewarding.
2. The world needs leadership.
3. What does a good leader need?..... Followers



JOHN GLOVER MEMORIAL SCHOLARSHIP

The Annual John Glover Scholarship has been established in honour of the late John Glover, who was a member of the Leadership Wimmera Graduate Network Committee since its formation in 2012 and member of the Leadership Wimmera Committee from February 2016 until his passing in November of 2016. He was also a graduate of our program in 2003-4 and a strong supporter of Leadership Wimmera.

The John Glover Scholarship provides the opportunity for a committed or aspiring community representative from the region to be supported to participate in the Regional Leadership Program via the payment of program fees.

This year Venetia Kardogeros became the second Regional Leadership Skills Participant to be awarded the scholarship. Venetia has shown her strong commitment to the Wimmera region, being a Youth Councillor of the Hindmarsh Shire Council during 2017, Vice President of the Dimboola Badminton Association and an active member of the Wimmera Filipino-Australian Club.

Leadership Wimmera congratulates Venetia on her success during 2019 and wishes her all the best on her leadership journey in the future.





GRADUATE NETWORK EVENTS

Crafting a Social Media Presence Wednesday 26th June 2019

For a small business, unless you've got deep pockets and a serious budget, getting started in social media is often something you learn by trial and error. For many of us, having a social media presence is about engaging in the space and having a go to see what works. Knowing where to start and how to extend a presence effectively and in a strategic way was the aim of the Wimmera Leadership training session held on the 26th of July.

Leadership Wimmera hosted a breakfast session with local social media guru and communications specialist, Amelia Crafter. The event was well pitched, catering for a wide-range of skill sets represented in the room, which stretched from the complete novices, to savvy local bloggers.

The session provided an overview of the range of social media platforms from a local perspective and included tips on what worked well for attracting local audiences. The session reinforced the importance of having a strong, structured approach to online messaging and engagement with other local businesses. These were important points in understanding how to build support for regional business success.

Most importantly, the session also encouraged people to think strategically about what they wanted from their social media presence, and considered ways to align activity to better achieve that goal. It was acknowledged that planning is important for success and audiences should be able to access enough content in a regular way to keep them engaged with your brand.

The training was structured in an interactive and inclusive way, which enabled people with widely varying skill sets to consider simple steps to improve an online presence. We learned that an important part of this was to engage in a meaningful way with your audience, providing a style which is personal and approachable. Achieving commercial success in an online environment was also a key point of discussion, and it was interesting to note that a range of non-commercial posts are an important part of achieving customer loyalty. Value is not just about purchasing a product, but also about the knowledge shared between the business and the consumer.

The session was strongly attended by Leadership Wimmera graduates and community members and the feedback from the participants suggested there would be value in running similar sessions in the future.

SOCIAL MEDIA TRAINING

Wed 26th June, 2019 | 7:30am - 9am

LEARN HOW SOCIAL MEDIA CAN IMPACT YOUR BUSINESS!

Learn different ways to:

- Target posts for retail, cafes + more
- Use social media to improve sales
- Use different functions
- Increase engagement
- Recruitment

COST:
LW Graduates \$15
Non-Graduates \$20

Presented by Amelia Crafter public relations and communications professional/ social media and communications tertiary educator.



LinkedIn

RSVP by Friday 21st June 2019
admin@wda.org.au | 5381 6500





REFRESHER DAY WITH DANIEL HEALY

Daniel Healy has been building high performing teams since he joined Leading Teams in 2013. Daniel has worked with many schools with youth at risk, along with AFL football clubs such as the Adelaide Crows. Daniel is the current facilitator of the Business Leaders Group and has been working with Leadership Wimmera for several years.

In July, Leadership Wimmera hosted a graduate network event for over 20 past graduates of the Leadership Wimmera program. The session provided an opportunity for graduates to refresh their leadership skills, whether they had participated in the Regional Leadership Skills program or Business Leaders Group.

The main focus of the day was the “high performing team” model, which focuses on the differences between the mechanics and dynamics and how they influence strong professional relationships and agreed behavioural frameworks. Participants were given the opportunity to share how the model had assisted them post-program in their personal and professional life.

The group took a look down memory lane, discussing their leadership style and equivalent ‘bird’ representation before moving on to the importance of positive self-talk and the ‘willing and able’ model. The group was also able to relate their experiences post-Leadership Wimmera to their learnings throughout the course, reflecting on how they had used their learnings. Personal trademarks were a hot topic, with many graduates revising their personal trademarks since graduating from the program.

The overall feel from participants from the day was that it was overall a very empowering day, leaving participants feeling like they had just walked out of one of their monthly workshops. With the success of the Refresher Day in 2019, Leadership Wimmera plans to run further refresher days during 2020. Keep an eye out on our website and Facebook page for regular updates on upcoming Leadership Wimmera Graduate Network events.

“I love using my skills and my passionate belief in the Leading Teams model to help those in the corporate and the elite sporting environment drive high performance.”



**LEADING
TEAMS**

REFRESHER DAY

with Daniel Healy

This one day intensive-course will refresh your leadership skills post participating in the Leadership Wimmera Program.

Whether you completed the RLS or BLG Program, you are sure to get a lot from this one day only refresher day!

Daniel will take you through several models, genuine conversations and how to approach different situations in the workplace



Your chance to refresh your leadership skills...

Friday 19th July, 2019

**Wimmera Business Centre
62 Darlot Street, Horsham**

9am- 3pm

COST: LW Graduates \$30

Morning Tea & Lunch included

RSVP by 12th July 2019 | etelfer@wda.org.au | 5381 6507

**AUSTRALIAN INSTITUTE
of COMPANY DIRECTORS**

AICD GOVERNANCE FOUNDATIONS WORKSHOP

Thursday 29th & Friday 30th August 2019

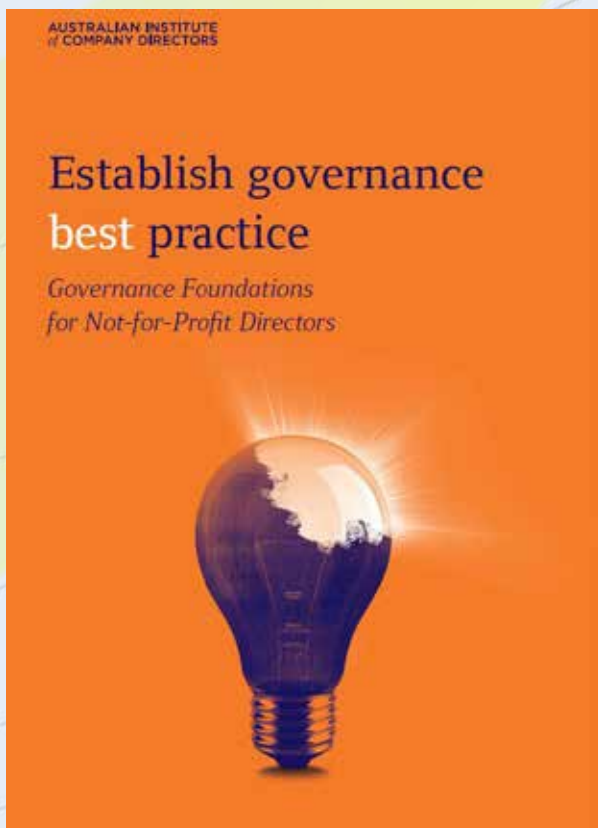
This year, Leadership Wimmera supported current and aspiring leaders to improve formal skills in governance within the not for profit sector. Upon invitation from Leadership Wimmera, the Australian Institute of Company Directors presented a one and a half day course on governance best practice. Held on the 29th & 30th August, the course booked out almost immediately with 21 participants, including graduates and other community members from across the Wimmera signing on for the short course.

The training provided participants with an overview of three focus areas that are most important to achieving sound governance outcomes. This included ensuring participants understood the duties and responsibilities of directors, could identify and respond to risk management and engage in strategic management, as well as financial reporting and monitoring requirements. Further, the training also provided information regarding the scope of legal responsibility for not for profit directors and related organisations. This can often be overlooked by enthusiastic volunteers who are keen to make a contribution. Some of the messaging in the training was deliberately confronting with the intent of encouraging the deeper consideration of leaders in organisations to engage people with appropriate skills and experience to achieve success.

This opportunity allowed participants to attend this high level training in the region, which was a significant time, cost and travel saving for those who would otherwise need to attend such training in Melbourne.

The session also attracted people who would otherwise have forgone the training due to access, cost and travel requirements. For a region which relies heavily on volunteers for many non-profit endeavours, ensuring skill levels are at a high standard is increasingly important. This type of training provides confidence to both private and public investors in terms of regional investment, strategic delivery and performance - proving that leaders in our region are competitive and have currency in skill sets that are now expected when leading and managing organisations, even as volunteers.

The success and engagement of participants to this program has helped Leadership Wimmera identify a greater need for this type of training and we are currently investigating the feasibility of extending this program to provide a full training course for aspiring Directors in the region.



2019 GRADUATION GALA DINNER




FAST FACTS



ESTABLISHED
2002



15
VOLUNTEERING HOURS ON AVERAGE PER MONTH




1:3
COST BENEFIT RATIO

542
GRADUATES




EMPOWERING PEOPLE GRADUATE NETWORK EVENTS



FOSTERING CONNECTIONS BUSINESS LEADERS GROUP




GROWING CAPABILITY REGIONAL LEADERSHIP SKILLS



1.2%
OF WIMMERA SOUTHERN MALLEE POPULATION WHO HAVE DONE LEADERSHIP WIMMERA PROGRAM



94%
EMPLOYERS WHO SAID LEADERSHIP WIMMERA TRAINING MADE A DIFFERENCE TO THEIR EMPLOYEE'S LEADERSHIP CAPACITY.

OUR GRADUATES

2018

Verana Hunter-Raye	Bonnie Severin	Rachel Thomson	Vanessa O'Loughlin	Daniel Palmer
Aimee O'Callaghan	Brad Brotherton	Tim Hobbs	Amelia Crafter	Shane Podolski
Emily Thoday-Kennedy	Emma Forrester	Lauren Dempsey	Hayley Janetzki	Rachel Hateley
Emma Herschell	Katelyn Tepper	Patrick White	Ty Ballinger	Emma Elsom
Lara Rogers	Lyndall Cherry	Sarah Summers	Brett Ellis	Dave Turra
	Margaret Barbetti	Tim Nuske	Patrick McDonald	Jodie Potter

2017

Ryan Schirmer	Dalton Cross	Elle Adamson	Krista Fischer	Natasha Pietsch
Brody Short	Dannae Woolman	Mary Bysouth	Louise Gabbe	Giri Santhanam
Sameer Joshi	Allan McDonald	Leah Davies	Zac Gorman	Tess Healy
Tim McDonald	Malinda Watson	Garry Rosewarne	Jeff Woodward	
Erin Smith	Brooke MacInnes	Brooke Reardon	Rowena Wasley	

2016

Melinda Bottoms	Jason Kannar	Jessica Sluggett	Ben Cordes	Corey Tucker
Anna Brown	Brittany Lawson	Rae Stone	Jossy Dan	Jo Wheaton
Kylie Camilleri	Vincent Liao	Htoo Kaw	David Johns	Surya Kant
Mary Dagleish	Lancelot Maphosa	Dianne Thomson	Josh Koenig	
Sammy Das	Alaine McFarlane	Tina Baker	Nicole Netherway	
Julie Flaherty	Melissa Powell	Rita Bikins	Sally Norton	
Meg Hall	Sarah Scully	Tracey Bone	Adele Rhode	

2015

Naomi Taylor	Tha Blay Sher	Emily Boddi	Maree McAllister	Emilia Johns
Rebekah Rabone	Leanne McIntyre-Yew	Andy Van	Yvonne Jones	Tim Nurse
Haobing Li	Nathan Henry	Stacy Whitehorse	Greg Mathews	Kim Salmi
Bruce Holding	Marty Carbone	Bea Skyes	Rhiannon Abernethy	
Nilma Sarup	Amanda White	Dan Glover	Cobie McQueen	
Mars Drum	Lisa Oliver	Leanne Bell	Brett Wheaton	
Brodie Mines	Suzu McDonald	Todd Krahe	Ray Baker	

2014

Chloe Chenoweth	Hayley Jende	James Rowe	Kerri Nichols	Kendra Clegg
Heather Drendal	Pragya Kant	Katherine Colbert	Matthew Meek	Alisha Cameron
Jamie Duffy	Simon Langrigan	Tammy Smith	James Henwood	Zane Bell
Keith Emmerson	Gerald Matthews	Sarah Schnaars	Sue Hayman-Fox	Luke Austin
Kate Finnerty	Alyshia Okley	Ashley Roberts	Janelle Apostolopoulos	Andrea Cross
Megan Gardner	Maddison Peters	Grant Preece		

2013

Jennifer Briggs	Melinda Keel	Priyan Wijeyeratne	Rebekah Ruwoldt	Gabi Freijah
Stephanie Cox	Jennifer McInerney	Laetita Livingstone	Adrian Tyler	Karen Fuller
Amanda Douglas	Dimity O'Bryan	Jaye Macumber	Adrian Wade	Narelle Hanrahan
Leanda Elliot	Merrin Spackman	Cameron Mibus	Craig Abernethy	Joanne Hornsby
Tina Fitzgerald	Angela Stewart	Wendy Mitchell	Jeff Allan	
Brandi Galpin	Jessica Tyshing	Natalie Okley	Joel Boyd	
Karen Hyslop	Lauren Wiggins	Danielle Olver	Helen Farnsworth	

2012

Sallie Millington	Stephen Talbot	Penelope Manserra	Julie Andrew	Denise Barbulescu
Cecilia Caris	Lisa Warrick	Aaron Matheson	Susan Robson	Olivia Borden
Steven Carter	Rhonda Winter	Eddy Nagorcka	Tracey Rigney	Sue Boddi
Tracey Klemm	Justin Amor	Caylie Price	Helen Richardson	Tammy McDonald
Jason McErvale	Ashley Bennett	Bernardine Schilling	Gail Harradine	Suzie Skurrie
Gaby Mitchell	Kathleen Brown	Brett Symes	Nola Illin	
Terry Quirk	Kevin Gebert	Robyn Tucker	Suzanne Harrison	
Nigel Rogers	Tami Lane	Michael Versluis	Rachel Ferrier	
Daniel Shoppee	Paul Latimer	Brian Watts	Prudence Cook	

2011

Jennifer Ackland	Matthew Lockhart	Luke Schuyler	Vikram Jaggi	Terry Tyler
Kym Bateson	Wendy Mackley	Stephanie St John	Robert Moir	Chris Waack
Lynette Beer	Tahlia McGrath	Mark Deckert	Wade Morrow	Dean Winfield
Marceena Cameron	Kane McKinnon	Belinda Elliot	Richard Nagorcka	
Shane Evans	Mark Radford	Mark Fletcher	Wendy Robins	
Simone Gibbs	Jeremy Ricketts	Vanessa Grieger	Helen Symes	

2010

Adam Gust	Kara Oakley	Josephine Jackson	Shane Bryan	Cheryl Woods
Kylee Williams	Stephen Graetz	Stuart Hall	Leanna Jackman	Dean Lawson
Penelope Penfold	Wendy Davies	Annie Murray	Tracey Arbuckle	Katrina Doolen
James Murphy	Debra Shipway	Kelvin Tyler	Gabrielle La Forgia	Anne Richards
Tanya Fulton	Matthew Robinson	Simon Dandy	Naomi O'Callaghan	
Nicole Daniell	Terry Robins	Gavin Morrow	Brendan O'Loughlin	
Robert Moloney	Jason Schilling	Simon Coutts	Fiona Werner	
Georgia Hallam	Richard Bales	Tim Shaw	Marianne Ferguson	
Jodie Rimmer	Allan Slocombe	Wayne Filcock	Brendan Broadbent	

2009

Edward Tepper	Debbie Simpson	Colin Kemp	Chelsea Filcock	Wayne Anderson
Diane Bradshaw	Andrea Hearn	Craig Klemm	Julie Atkins	John Barber
Krystal Cox	Sandy Clutterbuck	Dino Macchia	Gloria Clarke	Chris Baker
Jessica Cass	Anthony Dunn	Chris Taylor	Penny Flynn	Doug Ritchie
Christine Gunn	Brad McLean	Greg Wickes	Melissa Mair	Damien Ferrari
Leanne Leith	Robert Drummond	Alison Butler	Joanne McDonald	David Stewart
Sharon Mackley	Craig Hurley	Jackie Healy	Dale Roberts	
Amy Rhodes	Charles Wheeler	Robynne Bryan	Felicity Shangwa	
Liz Robinson	Kim Moyle	Julianne Phelan	Karen Lienert	
Deb Watson	Leon Forrest	Tammy Brown	Leanne Parker	

2008

David Bowe	Linda Loft	Tim Patterson	Kelly Grose	Patricia Lever
Andrew Cormack	Stephen McQueen	Jason Schilling	Sharee Schuller	Glenn Rudolph
Helen Hannan	Janine Sallman	Amy Taylor	Anne King	Kelli Harris
Sarah-Jayne Holland	Cathy Tischler	Kelly Jenkins	Matthew Tulloch	Jenny Rissman
Anne King	Colleen Trehwella	Melissa Colbert	Leanne Stewart	
Sarah Koschitzke	Jean Wise	Jenna Warrick	Quinn McLean	
Prue McCredden	Robert McInnes	Graham Hill	Kristen Kean	

2006

Louise Brennan	Margaret O'Loughlin	Patrick Barrett	Annie Osborn	Donna Winsall
Christine Picone	Andrew Doorman	Timothy Hopper	Ian Spence	Shane Gillespie
Shannon Winfield	Gavin Watson	Sandra Moon	Heidi Pfeiffer	Jackie Exell
Amanda Harrison	Alison Bainbridge	Barry Ray	Peter McCann	Vikki Schumann
Jennifer Reid	Trisha-Anne Heinrich	Graeme Scott	Lauren Butterfield	Robyn Dunn
Susan Afford	Catherine Noone	Melissa Pouliott	Sally Foord	
Brooke Turner	Paul Clyne	Michael McGough	Fiona O'Brien	
William Lovell	Bryce Simpson	Casey Lowe	Kylie Pickering	
Michael Stevens	Martin Reither	Anne McLaren	Brad Martin	

2005

Angela Penny	Anita Masiero	Pauline Thomson	Martin Bride	Lee Schumann
Andrew Dodson	Mathew Piper	Rebecca Newton	Glenn Okely	Paul Murphy
Mary-Ann Bumpstead	Janet Donnell	Michael Bailey	Paula Rathgeber	Tricia-Anne Heinrich
Natasha Gardner	Marcus Lowerson	Angela Carter	Jessica Gardner	Margaret O'Loughlin
Susan Findlay-Tickner	Jim Delahunty	Stuart Harradine	Merle Hathaway	Naomi Brick
	Nathan McDonald	Prue Daley	Bill Lovel	
	Kirrilee Clayton	Joy Warren	Katie Hurnall	

2004

Andrew Saunders	Liz Mulraney	Rhian Jones-Davidson	Anne Champness	Libby Joyce
Justine Watt	Susan Martin	Rod Spinks	Jenny McGennissen	Bruce Bayly
Ebony Sloan	Stacey Holland	Michael McMurtrie	Jane Auchetti	Sharon McLean
Stacey Simpson	Kerrie Duxson	David Jones	Melissa Douglas	Mary Raynes
Craig Powell	Linda Domaschenz	John Price	Steve Wood	Carolyn Russell
Wayne Lentsment	Rebecca Conlan	Jen Elliot	Justin Stevens	
Judy Gardner	Greg O'Connor		Cameron Patrick	

2003

Karen Thomas	Kathy McEwan	Susie Kelm	Genevieve Wardleworth	Robyn Murphy
Lee Cooper	Kylie White	Justin Lane	Marion Werner	Julianne Phelan
Anne Bothe	David Bowe	Sharon Mclean	Kerrie Bell	Olinda Poulton
Graeme Harrison	Wayne Borgelt	Geoff Pohlner	Sue Frankham	Faye Smith
Gavan Inkster	Kate Farnham	Stephen Purchase	John Glover	Gillian Vanderwaal
Susan Winfield	Darlene Foster	Mel Roberts	Alastair Griffiths	Murray Wilson
Darren Webster	Michael Hassall	Rebecca Smith	Tony Huebner	
Campbell Trewin	Dennis Hateley	Stacey Taig	David Mckenzie	
David Robertson	Jonathon Holden	Angela Ward		

2002

Christine Bull	Troy Berry	Rebecca Hunt	Dorothy Henty	Elyse Reithmuller
Rohan Brown	Maree Kennedy	Shirley Fraser	Bernadette Hetherington	Christine May
Bruce Petering	Suzanne Bysouth	Shirley Ashfield	Helen Hobbs	Jo Ussing
Julie Flaherty	Amanda Walsh	Pauline Barnes	Sue Kealy	Jo Yarwood
Graeme Ussing	Jackie Bailey	Bronwen Brown	Terry Lewis	
Julieann Phelan	Tony Dark	Judith Bysouth	Dianne Marchment	
Des White	Theresa Pahl	Paula Clark	Ange Newton	
Michael Versluis	Brent Davis	Simon Coutts	Melissa Pouliott	
Paul Shoppee	Darren Maddem	Simone Dalton		

SPECIAL THANKS TO OUR 2019 SPONSORS:



**Rotary Club
of Horsham**



LEADERSHIP WIMMERA MAKES A DIFFERENCE

Stimulating, supporting and sustaining regional leaders

- Build your leadership skills and self awareness
- Grow your regional networks and regional understanding
- Meet and hear from a range of experienced leaders and become part of the 500 plus Leadership Wimmera network graduates.
- Gain new confidence to take on new challenges in life, work and the community.

LEADERSHIP WIMMERA
WIMMERA DEVELOPMENT ASSOCIATION

62 Darlot Street, Horsham, Victoria 3400

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