

# 2021 YEARBOOK



**Leadership**  
Wimmera

**wda**

Wimmera Development Association



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## FAST FACTS



# MAKING A DIFFERENCE SINCE 2002

**Leadership Wimmera has provided for the development of more than 600 emerging and existing community leaders since commencement in 2002. 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 their staff to participate in Leadership Wimmera programs have observed improvements in the individuals' confidence, performance and willingness to take on greater responsibilities.

Many 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 the Wimmera Southern Mallee.

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

## OUR AIMS

- Provide inspiring leadership learning opportunities to nurture emerging leaders and motivate existing leaders in the Wimmera Southern Mallee
- 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

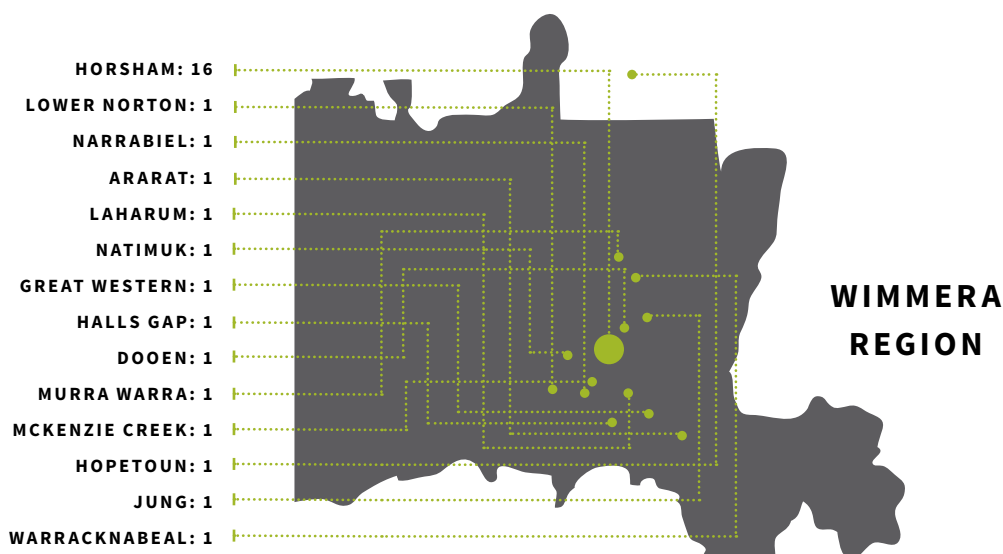

## OUR MISSION

To stimulate, facilitate and sustain leadership in the region.

## 2021 COHORT

13  
men

16  
women



# A MESSAGE FROM LEADERSHIP WIMMERA

## **It's both a great opportunity, and a great challenge, to undertake a leadership development program in the era of the COVID-19 pandemic.**

It's an opportunity because, in this uncertain and pressure-cooker environment, people must continue to adapt, learn and grow to re-write the new normal of their lives. Participating in a leadership development program during this time means real-life chances to trial and to implement new ways of thinking, working and living - in a time when the rule book no longer exists. To build resilience, to share experiences and support others and to recognise what's most important. Naturally, it's also a challenge because, frankly, most are tired of the constant rollercoaster of change and upheaval; of working and learning at home and facing unprecedented uncertainty during an almost two-year period.

In times of opportunity and challenge, workplaces and communities look to leaders to show the way; to shine a light and create a path forward.

Leadership Wimmera congratulates 90 participants of 2021 programs - including 29 graduates of the 10-month Business Leaders and Regional Skills programs - on their commitment, attitudes, effort, and growth throughout the year. The ability for participants to continually pivot to the changing environment and continue their learning despite these challenges is a testament to their character and to their leadership capability and potential - which, in turn, ensures our region is well-placed into the future. Leadership development is a personal journey - but one that also has broad, significant benefit to workplaces and the community; and underpins the success of regional development efforts generally.

The 2021 Year Book is a celebration of these leaders - of their aspirations and achievements, now and into the future. A celebration of the new and developed skills to contribute positively and effectively for the betterment of the region. It's a celebration of the opportunities made available to people living in this region. It's a celebration of Leadership Wimmera's unwavering perseverance to continually respond to the challenging times in continuing to deliver recognised excellence in leadership development despite lockdowns and uncertainty - and to trial new opportunities for learning into our 20th year and beyond.

Leadership Wimmera recognises the Victorian Government, through Regional Development Victoria, for its valuable financial support which offers Wimmera Southern Mallee residents the chance to participate in our programs - locally, and at subsidised rates. We also recognise the valuable support of ACE Radio and the Geoff and Helen Handbury Foundation - long-time program partners and supporters; and to our sponsors Agriculture Victoria, The Hugh Williamson Foundation, The Minerals Council of Australia - Victoria, Horsham Rotary Club, Robyn and Des Lardner and Leading Teams. We recognise the many local businesses and community organisations who continue to show their faith in Leadership Wimmera to assist the learning and development of their employees; and to the families and friends who support and encourage participants and bear witness to their experiences throughout the year and beyond.

Leadership Wimmera encourages graduates and past participants of all programs to continue their leadership learning through our extended suite of programs into 2022 and beyond - locally, and at a state level.

### **THE TEAM:**

Jessica Grimble – Program manager

Chris Sounness – Executive director

### **LEADERSHIP WIMMERA ADVISORY COMMITTEE:**

Josh Koenig - Chair

Tim Shaw - Deputy Chair

Luke Austin

Jo Bourke

Cait Brennan

Donald Carter

Geoff Witmitz

Colin Kemp - Regional Development Victoria  
representative

We recognise the contribution of **Amelia Crafter**, who retired from committee service throughout the year.

# MESSAGES FROM LEADING TEAMS

## Jake Bridges

FACILITATOR, REGIONAL LEADERSHIP SKILLS

At Leading Teams we are extremely proud of our long association within the Wimmera and our partnership with WDA and this year has again provided me with so many reminders and re-enforcement of why we are privileged to help bring this program to life.



I wanted to start by reflecting on an initial session where this year's RLS group were coming together to learn and develop and like all new groups, initial hesitance around being open were present. Those in the room may recall this feeling on more than this occasion. Noticing this, we, as a team, established what we needed to see specifically on that day in order for this session to be most productive. This is essentially designed to bring a collective responsibility for the learning environment we were all creating.

Some of the responses stuck for me. Although simple in theory, doing them is a whole new ball game:

- Participate and interact with each other, be constructive, truly listen
- Be respectful of limitations, don't judge
- Be open to possibilities, learn from each other and be prepared to share

What I saw over the next hour-and-a-half was exactly this. So many examples and evidence of 'buy in' where I was left knowing this group would support and challenge each other in so many ways throughout the program.

Surely the biggest test of a leader or facilitator is in the behaviour of your followers or team? There were many examples in person and on the screen (when we needed to) where this group built strong professional relationships, agreed on behaviours that they wanted to see but most importantly brought these to life through genuine conversations and interactions in an open forum.

I am grateful to Leading Teams, WDA, sponsors and associated partners for giving me and our participants this opportunity and for allowing me to help share my knowledge and learn from this group. After sitting through some of the initial reflections from the project teams and individual journeys this year, I am already looking forward to the continued impact your collective leadership will bring to the Wimmera community into the future and how this experience will positively impact you and those we choose to lead.

## Daniel Healy

FACILITATOR, BUSINESS LEADERS GROUP

Despite starting the year with great hope of a COVID-free run, we were again challenged with an interrupted program. As with 2020, Jess Grimble did an amazing job making



it work. Contingency plans were created, amended, aborted and then recreated over and over again, all to ensure we gave this year's group every opportunity to maximise their growth, learnings and connections. We are all extremely grateful for her tireless efforts and the passion she brings to the role and program.

I think my lasting memory of the class of 2021 will be their genuine passion and commitment to making a difference to the region – not just their own lives or workplaces, but to the wider community.

Having a raft of guest speakers discuss local issues and challenges allowed this energy and passion to shine through. What impressed me even more about this was that quite a number of the cohort aren't local born and bred yet have moved here and developed a real desire to make a difference. And in such a range of areas and ways.

From the environment to minority groups to mental health to animal welfare, just to name a few.

Having this level of passion and diversity, coupled now with a newly created toolkit to help them expand the influence they have in their world stands the class of 2021 in great stead for the future. The Wimmera region is very lucky to have them and its future couldn't be in better hands.

I very much look forward to being able to celebrate the year in person sometime soon, and more importantly, continuing the connection with this class of 2021 in the years to come.

# LEADERSHIP WIMMERA 2021

## Regional Leadership Skills



## HANNAH AULD

**ORGANISATION: PARKS VICTORIA**  
**SPONSOR: PARKS VICTORIA**

Throughout 2021, 13 leaders from the Wimmera gathered to develop skills which would shape their leadership style and begin to form new behaviors and experiences. These evidently shaped personal and professional opportunities, instilling a new way of thinking.

To give this leadership journey the full credit it deserves, I'd need to sit down with you and chat about it over a cuppa. Working within limitations, I'll do my best to outline and describe what really has been an inspirational year. Enjoying a chat over a cuppa would also give you an insight into my DiSC profile...



The image which best depicts my leadership journey would be this cartoon by Michael Leunig. You might begin by guessing that I am the one sitting in the chair being carried along by my fellow leaders – this

would make you partially right, however that chair was shared

by all. We worked closely on projects, had genuine conversations and at times, were vulnerable with each other. This built trust within our leadership community allowing each person to 'take a seat' in the chair where they were supported and heard.

This trusted and respected space saw each leader grow and challenge themselves in amazing ways. I know the leadership behaviours I aim to display and will remember this program throughout my career and personal life.

I am so grateful for this year as I learnt an enormous amount about myself and was thrilled to share this experience with others along the way. I'd like to thank Jake for his inspirational leadership and facilitation, and Jess for her wonderful encouragement and organisation of the program. Thank you also to Parks Victoria for sponsoring me along this journey. Good luck to all the amazing leaders of 2021!



## TIM CARTER

**ORGANISATION: BREUERS HIRE**  
**SPONSOR: HORSHAM ROTARY CLUB AND BREUERS HIRE**

My name is Tim Carter and I am the manager at Breuers Hire. As a young manager with limited experience, I felt there was a gap in my skills but I was never sure what I was lacking.

Discussions with Brian Breuer and Neil King in late 2020 led me to having the opportunity to join the Regional Leadership Skills (RLS) Program in the hope of improving my leadership skills to be a better manager for my team.



Ongoing support from Breuers Hire and the Horsham Rotary Club established a great platform to participate in this course. Not knowing what I had gotten myself into, I was feeling nervous. However, I was grateful for the Rotary club's willingness to sponsor me and for believing that I was a worthy candidate for the program.

Heading into the first weekend retreat I was unsure of what was to come but tried to keep an open mind towards everything. As we completed activities together everyone became more confident and trusting towards one another. I had no idea at this point the impact my new team members would have on me and how much we would lean on each other and grow together.

I have been surprised with the strong relationships that I have been able to establish with my fellow program members. These

relationships made a comfortable and open environment to establish growth and new skills. I have been able to develop my relationships with the use of the 'relationship pyramid' which I found to be a key point that has stuck with me throughout the course since learning it.

Throughout the RLS Program I have become more aware of my learning and thinking styles and that everyone's style may be different. This has assisted me in understanding my own and my employees' learning styles and how they best receive information and feedback.

This program has assisted with developing my leadership and management skills in my current job. With these new skills and thought processes I aim to grow the business and develop my team's skills.

I cannot thank everyone enough who was involved throughout the program and for making the experience what it was.





# JAMES DAVIDSON

**ORGANISATION: ACE RADIO**  
**SPONSOR: ACE RADIO**

## THE BEGINNING

When I was nominated by my General Manager to participate and represent ACE Radio in the 2021 Leadership Program, I was excited and eager to get straight into the program. However,



when it came to the opening retreat, I felt the opposite. I think it was just the stress and anxiety kicking in, but this photo perfectly captures this feeling as we played a very confusing and mind-exhausting game called Traffic Jam.

## THE MIDDLE

Gratitude | Empathy | Mindfulness

These three words played a massive part in the middle part of my journey. This year has certainly brought some challenges – COVID, lockdowns, restrictions, losing a school mate, and everything else in between. I believe 2021 has been more challenging than 2020.

In saying that, 2021 also brought some wins... I built my first home, I graduated from Deakin University with a bachelor's

degree in Commerce (Finance), and I also completed my Certificate IV in Property Services and Real Estate. It hasn't been the easiest of roads to travel on but amid the good and the bad, I try my best to remain grateful for what I have achieved, to display empathy to others, and to be present in the moments.

## THE END

The journey of this program may have ended but the tools and resources I've gained will evidently benefit for years to come. Thank you to Jake from Leading Teams, Jess from WDA, and to everyone in the program who made the journey rewarding and incredible.



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# THYAGARAJU DEVULAPALLY (RAJ)

**ORGANISATION: MEALS BOX CAFÉ**  
**SPONSOR: THE HUGH WILLIAMSON FOUNDATION**

Being a leader means that you have been placed in a position to serve others.

As a Leader, you are privileged to be in a position where you can direct, shape, and focus people's potential to a specific result. When you are given responsibility to lead, you are meant to commit and communicate and undergo all the situations with all other team members, and care for each other. We can't do it alone, we need each other to succeed and reach the goal. When you are made a Leader, you were not given a crown; you were given the responsibility to bring out the best in others. A Leader manages the best out of the rest of the team, stays connected and supported.

As I started my Journey with Leadership Wimmera in the beginning of this year, I was excited and surprised to be in a new world. As I started to meet my team-mates, their unique skill, different background and work experiences inspired me. Thus I came to know new things as the journey going ahead, such as Opening Retreat and all other projects and classes that we all involved made me learn new things for sure, which will help me for future needs.

Our group project was 'In This Together Wimmera' supporting Parkinson's Victoria. We did our best to support registrations and fund raising, great teamwork.

I am running my own Coffee shop in Hopetoun and enjoying it.

I thank you today and tomorrow to my sponsor, the Hugh Williamson Foundation, Leadership Wimmera facilitator Jessica Grimble and my Trainer and Coach Jake Bridges leading teams and all other Team-Members and Group Mentors for the great opportunity that has given me to be part of it. I will celebrate for a lifetime... Long Live Australia.

Every Positive thought is a silent prayer which will change our life.

The Mirror never loses its ability to reflect even if it is broken into two pieces or one thousand pieces.

So never change your originality at any situation.

It's going to be new start from tomorrow and everyday for as I am graduated and committed for new challenges and activities in near future. Thank you one and all.



## ANGELA DICKER

**ORGANISATION: ELDERS HORSHAM**

**SPONSOR: ELDERS HORSHAM**

When this course first started, I was extremely apprehensive. I had a lot going on, both at home and work and honestly thought this was going to be a real chore, but I was wrong.

The first night of the retreat, I was feeling quite unsure and self-conscious, but the Traffic Light activity showed me that everyone was willing to help each other out. All were willing to participate and such a simple activity could easily get Jake's point across to everyone. It made me realise Jake's teaching style was going to be interesting and interactive.

By the end of the Retreat, 13 strangers had become friends. Everyone had willingly opened up and shared their stories and those that were shy and reserved at the beginning, weren't by the end – myself included. I left feeling more confident about both the course and in myself, knowing more about my personality and how others saw me.

Without the Project Management day, I wouldn't have thought to use a visual board at work for a huge sale we had coming up. With a team of three, we needed the visual timeline to keep us all on track.

Our project group learnt together. We felt safe with each other to be able to share ideas, make decisions, adapt to change and give feedback. We encouraged each other and kept everyone accountable. But more importantly, we worked as a team.

The course has been interesting, informative and helpful. I am learning to block out the negative self-talk and now have the courage to engage in genuine conversations and say no when required.

I am still a work in progress, but I am getting the tools to help me be a better leader, community member, work colleague/partner. This course has really helped all aspects of my life; it's not just work related.



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## BIANCA GOLD

**ORGANISATION: DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING**

**SPONSOR: DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING**

I had first heard of Leadership Wimmera more than a decade ago when I moved to Horsham. It interested me, but for various reasons (excuses really), I hadn't made the next step to apply. Then, a previous participant and work friend gave me the nudge I needed when she sent me the notification that applications for 2021 were open. I'd been in my current role for about two-and-a-half years, a pandemic had prevented many other events and programs and it just felt like the right time to give it a go!

In the beginning, I was excited about meeting people and building new networks. I'm the Peacock or "I" DiSC profile and thrive on this sort of thing! I was hoping to learn more about the people of the Wimmera Region and make connections with others outside of my workplace. To learn more about myself and the way that I operate, my strengths and areas for

development. Throughout the ten months that followed, these expectations were certainly filled and at times exceeded.

The community project group that I joined wasn't a topic that I had previous interest in or passion for. However, I have thoroughly enjoyed the process, learned from others, and formed friendships that I hope to last well beyond this program.

Our broader program group was a very diverse group of people from near and far, who challenged, opened up, inspired, supported and encouraged. I am grateful for having connected with them all and expect that we'll cross paths again someday, perhaps in the very near future!



## CARA HADZIG

**ORGANISATION: GE RENEWABLE ENERGY**  
**SPONSOR: COUNTRY FIRE AUTHORITY**

I was deployed to the North East Fires in the horrific fire season of 2019/20. The fire that I was deployed to was the one that was on the NSW and Victorian border. We were preparing ourselves for the two separate fires to join into one.

It suddenly hit me and I questioned if I was up for this. At this point I thought to myself, how can I be a leader if I don't believe in my own capabilities?

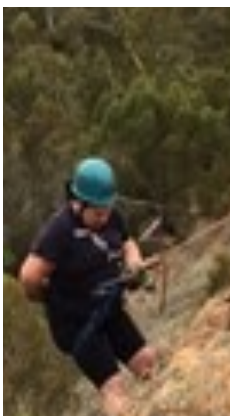
When arriving at Roses Gap for Retreat, I still had no idea what to expect for the weekend, I was so anxious as I like to prepare myself for stuff mentally. This weekend I learnt so much about myself and how others may see me.

As of July, 1 2021 I was elected as North Wimmera Brigade Captain. This day was a day of emotions. I always saw myself a follower and not a leader. But one person once told me: "To be a good leader,

you need to have followers"

When I thought things couldn't get any better, I had been selected as one of the many women within the CFA to join the 'Women's Advisory Committee'.

During my time involved in the Wimmera Regional Leadership Program so far, it has built my confidence to take leadership on things including the ability to delegate and deal with different types of people and responsibilities. I have also had to learn to step back, especially when it comes to my job. This has been a huge learning curve to separate leadership with the CFA and within the workplace.



## DOH SOE PAE HTOO

**ORGANISATION: GRAINCORP AND HORSHAM KAREN COMMUNITY**  
**SPONSOR: THE HUGH WILLIAMSON FOUNDATION**

I am Doh Soe Pae Htoo, one of the participants of the Leadership Wimmera program 2021. Before the program, I did not know what we would be doing and what the program would be like. I was not confident in myself at all. I was nervous that I would not fit in with the other participants because English was not my first language but my fourth. After having the opportunity to bond with the others throughout the program, I have learned that everyone was welcoming and encouraging me to do my best and has built up my confidence.

This program helped me to improve my confidence, I learned new communication strategies and skills, leadership styles and skills and how to build relationships with the others. Due to COVID-19 some programs could not run in the class, instead we had to do online learning programs. I have learned some IT skills and online communication

skills.

Teamwork is a crucial thing to also have and that putting our heads together is always best, which leads to my group project. My group project is "27 for Parkinson's".

Being able to work in a group allowed me to connect with the other communities and share my ideas. During the project we built up our relationship by helping one another, getting to understand one another and by encouraging one another.

Here are some keys to take away and what Leadership means for me. Love/Lead, Experience, Action, Direction, Education, Reaction/Review, Service, Health, Idea and Personality.



## JOEL PYMER

**ORGANISATION: GIRVAN LEA**  
**SPONSOR: AGRICULTURE VICTORIA – YOUNG FARMER**  
**SCHOLARSHIP**

As a Leadership Wimmera, Regional Skills participant for 2021, I have had an incredible year improving my leadership skills, my knowledge of the Wimmera region and my communication skills.

Thanks to Jake, I have been able to learn about different management styles, how to become a better leader both in my workplace and in my community. I have been able to do this through connecting everyday examples with models such as the Johari Window, Willing and Able table and by assessing my relationships with others.

As a Farm Manager I have found this program extremely beneficial to assist in the management of staff members and have been able to make improvements to benefit the business and increase profitability through better motivation of staff and selective task delegating. As part of the program I was also involved in a group project which gave all team members the opportunity to suggest a topic they would like to address within the community. We then voted and were broken into groups.

As a result, the group I chose worked on a project which aimed to improve the overall work placement and work experience programs, by connecting prospective employers with like minded students looking for a pathway into a specific industry. I found this topic extremely satisfying to work on due to my past experience with work experience when I attended high school.

I would strongly recommend this program to anyone looking to improve their leadership skills within the community or workplace.

After my experience with the program the time you need to commit is minor compared to the amount I learnt within the program.



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## TEAGHAN SMITH

**ORGANISATION: DUNMUNKLE LODGE**  
**SPONSOR: THE HUGH WILLIAMSON FOUNDATION**

The journey through the leadership program has been amazing, getting to know new people, sharing our lives and growing friendships. The retreat helped me to put trust in people through the abseiling experience and was a fun weekend overall.

I have learnt valuable information from this program and look forward to what the rest of the program brings.

Models I have learnt and will carry with me in the future are the Willing and Able Matrix- a thought process to managing performance; and the Johari window- a tool for increasing self-awareness and team awareness.

I have found the program useful, engaging, fun and challenging. The good points have been meeting and sharing the experience with a great group of people, and challenges

were COVID, lockdowns and sometimes having to participate online.

I am grateful for the opportunity to participate in this program and will take away valuable tools, communication, and feedback skills.

I thank my manager Meredith and my employer Dunmunkle Lodge for allowing me the time to complete the Regional Leadership Skills program, all participants for making the program a memorable experience and The Hugh Williamson Foundation for being my sponsor.



## ERICA STEADMAN

**ORGANISATION: AUSTRALIAN GRAINS GENE BANK,  
AGRICULTURE VICTORIA  
SPONSOR: AUSTRALIAN GRAINS GENE BANK,  
AGRICULTURE VICTORIA**

### BEGINNING

Behind the smiles, were the nerves, the unsureness, the unknowing and the excitement with the program that we were about to undertake, just like the experience with abseiling. However, after the opening retreat, just like after the experience of abseiling, I felt more confident, and empowered within myself.



### MIDDLE

This program is making me put on my “thinking cap” and take a deeper look into how I can improve the way I approach all situations. This includes the importance of, and the growth achieved in giving and receiving feedback and the impact that checking in with people has. Also, by modelling the behaviours that I want from others, and by listening deeper and therefore asking more meaningful questions rather than providing comments.



This photo represents the realisation (from this course) that there are some things out of my control, like the dark clouds, but that I do have control over control my attitude and how I approach

or respond to these challenges and shine through like the sun's rays.

### END

Through completing the group project, I came to understand that in a good team there is more than “just getting the job done,” and that people leading also require help and need someone to take the lead or step up at times, that sometimes the role needs to be shared and supported.

I would like to thank Agriculture Victoria for the support they have shown in providing me with the opportunity to participate in this program.



## CECILIA VENCE

**ORGANISATION: CENTRE FOR PARTICIPATION  
SPONSOR: JOHN GLOVER MEMORIAL SCHOLARSHIP**

“Great things happen to those who don’t stop believing, trying, learning, and being grateful.” Another chapter of my life started when I arrived in Australia in June 2016. My first visit to the Parliament House ignited my passion to learn more about leadership.

The retreat provided me a golden opportunity to know myself better. The feeling of being accepted by the group was truly special. I had mixed emotions. However, I didn’t have any doubts that this program will definitely lead me to greater heights.

Because of this program, I am a well-informed community leader and I have met my leadership fundamental goals: courageous, strategic and result oriented. Being one of the panelists of the HRCC Community Panel was an epic example of going out of my comfort zone.

With regards to our group project, I am proud to say that in spite of our distance, we were able to pull this through, simply because of the team’s openness, communication and dedication.

Moving forward, I shall to continue to engage in programs where my skills are required and continue to lead with a heart as an engaging and enabling leader.

No words can express how grateful I am to be part of this amazing journey. Thank you to WDA, Jess, Jake, my employer, Centre for Participation and my sponsor, John Glover Memorial Scholarship.

Let’s continue to work hand in hand and make a positive difference in whatever way we can, wherever we may be.





# COMMUNITY PROJECTS



# LIFE WITH SKILLS

## MEMBERS:

ANGELA DICKER, TIM CARTER, JAMES DAVIDSON AND BIANCA GOLD

**Our “Life with Skills” project was designed to deliver a fun and engaging event for primary school students in the last term of 2021. The aim was to introduce children to everyday skills that they can utilise beyond school.**

The team, Angela Dicker, Tim Carter, James Davidson and Bianca Gold were influenced by COVID-19 isolation, increased technology reliance through home-schooling and a YouTube channel called “Dad, how do I?”

We wanted the kids to have fun, take time-out from devices and hopefully learn something new that would be beneficial in the future. Something essential like treating a snake bite or fixing a tap leak but also enjoyable like decorating baked goods.

Our target was smaller rural schools, as opportunities for them to participate in events can be difficult due to travel and extra costs. For the activities we approached local community groups and services such as the Country Women's Association, Casey Kosch First Aid Training, Bunnings Horsham and the Country Fire Authority.

To be fair, we feel like we had the most fun during the process. There was plenty of banter, loads of laughs, and accomplishments that we all celebrated together. It really made our journey unique and fun! We all had times of leading, and moments of following. But we always worked as a team, by being supportive, encouraging, collaborative, respectful and helpful to each other.

# WORK EXPERIENCE IN THE WIMMERA

## MEMBERS:

HANNAH AULD, ERICA STEADMAN, JOEL PYMER AND TEAGHAN SMITH

**Our group was formed on the retreat and we began by identifying what all members aimed to achieve from the project. Before long it was clear we all had a strong passion to improve the quality of work experience and opportunities for the youth of our community.**

We met with our group mentor Vanessa O’Loughlin from LLEN, Wimmera and Southern Mallee Local Learning and Employment Network.

Vanessa introduced us to ‘The Portal’, a base for students to connect with businesses and arrange work placements. We discovered there was not a lot of local businesses signed up to the portal so it was here we decided we could make a change. We reached out to businesses in our local areas in attempt to provide them with benefits of using the portal with hope of linking them onto the portal. We were challenged as most businesses had their own process in place and weren’t interested in changing and careers teachers were not supportive of the portal.

Agreed behaviors have been greatly displayed within our group. Each member has shown great leadership practices in communication. Regular meetings were held, and the project progressed successfully. We aimed to provide students with local work experience opportunities, plant the seed for future development and together we have introduced students and businesses to a new platform for future connections. Our group began with five members and midway through one member parted from the group. We thank Jason for their contribution and wish them all the best.



# IN THIS TOGETHER – WIMMERA

## MEMBERS:

CECILE VENCE, CARA HADZIG, RAJ DEV AND DOH SOE PAE HTOO

**Being active, being connected and making a change are the three main striking goals which inspired us to pursue this project.**

In this Together – Wimmera is a project created by the group in co-operation with the 27forParkinson's. During the brainstorming early this year, each member had different brilliant ideas which included the involvement of Culturally and Linguistically Diverse community, educating teens on drug and alcohol issues and providing a business mentoring program. When the fundraising program for Parkinson's disease was shared by Cara, we felt her passion because she lost her grandpa due to this disease.

We all thought this was a very noble project where we can all together make things work and at the same still integrate our own personal goals.

This activity provided the team a wonderful opportunity to foster creativity and the opportunity to apply the leadership values. We have learned to maximise our resources, developed camaraderie, honed our decision-making skills and gained new perspectives. Running a project during lockdown is even more challenging.

Success for us means having the chance to go through the process together, despite the challenges and the distance.

The chance to bond as a group embracing each other's strengths and weaknesses displaying respect and understanding is truly priceless.

We strongly believe that with dedication, constant communication and being fully engaged, would enable the team to achieve greater heights

## WHY DO WE DO PROJECTS?

All participants of Leadership Wimmera's Regional Leadership Skills program completed a community project – working in groups to achieve the project together.

Community projects give participants an opportunity to apply their learnings in leadership of self and leadership of others to a real-life scenario – and within a supported, safe environment to learn and grow.

Projects are born from the ideas of participants – starting at the opening retreat.

Mentors support and coach the development and implementation of projects – but it is the participants who conduct the project itself.

Projects positively contribute to the local community and leave a legacy. They might address a void in the community or identify an area for improvement or innovation.



# BUSINESS LEADERS GROUP



## JASON BRADY

**ORGANISATION: HORSHAM RURAL CITY COUNCIL**  
**SPONSOR: HORSHAM RURAL CITY COUNCIL**

I have lived a very transient and full life as a member of Victoria Police for over 20 years. I was diagnosed with PTSD in 2017 so I retired from policing. I took up a position with Horsham Rural City Council in local laws.

I looked forward to a change and new challenges. I was a little nervous about dealing with the public again on a daily basis in law enforcement. I quickly found that I enjoyed working with animals particularly and learning different skills.

After about six months in this position, I felt I needed to make changes. I was going to take the easy option and look for another job. I felt I lacked some of the confidence I once had to stand up and make a difference.

I enrolled in the Business Leaders Program 2021 in the hope I would rebuild confidence in myself. It started at the briefing night at Centre for Participation. I was nervous to be in a group of people I didn't know. I had avoided these situations for some time. Opening up with people was something I had never really done - my previous career, which pretty much consumed my life discouraged it; and my family deemed it a sign of weakness growing up.

I attended the retreat and from that weekend things started to change in my mindset. I began to slowly call out issues within my workplace and found I was learning new methods to deal with issues.

The program has given me the ability to understand people I work with better. I use the DiSC profiling information a lot. I have learnt a lot about having genuine conversations. My confidence was getting back to where it once was and I am performing at a high standard again. I have learnt the importance of working

on relationships. By improving relationships and having a vision for my unit, we have been able to complete new procedures and implement strategies with the input of all staff. Grey areas no longer exist and we are working together as a team.

I have been appointed in the co-ordinator's role permanently. Positive self talk and having the backing of the Business Leaders group assisted me in the confidence required to be successful in my interview.

I would like to thank WDA (Jess and the team), Leading Teams (Daniel Healy), Horsham Rural City Council and the other sponsors of the program. Without your funding and support this opportunity may not have been available to myself and others. Most importantly, to my peers in the group - your friendship and support is greatly appreciated and I hope our connection grows in the future.



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## GREG FLETCHER

**ORGANISATION: WIMMERA CATCHMENT MANAGEMENT AUTHORITY**  
**SPONSOR: WIMMERA CATCHMENT MANAGEMENT AUTHORITY**

Process, Purpose and Potential

The year's journey through the Business Leaders' course has certainly provided some valuable tools and models to better equip me for the challenges I will face in both my professional and personal life. Concepts such as building a strong rapport with colleagues, being forthright as well as understanding and catering for the needs and wants of others where possible; they are all things that you innately know are right but you might be tempted to pick and choose if and when you do them.

However, it was very insightful seeing the value that they provide in achieving the collective goals of an organisation as well as aiding your own self-development and worth. The learnings also just went beyond the theory to provide all sorts of examples and techniques to achieve them. It was

also inspiring to hear the success stories of others who were reaping the rewards of their courage and hard work through applying what we had learnt.

Furthermore, whilst I have always taken components from my personal, professional and spiritual life to encourage me, the step of distilling it into a personal trademark has provided increased focus, direction and motivation.

It was also fantastic to be part of such a high-calibre cohort of genuine people with diverse backgrounds and experiences but committed to go above and beyond for their job and their community. I look forward to seeing them achieve great things in the future - for themselves, their employers and the Wimmera which is such a special part of the world.



## REBECCA DUNSMUIR

**ORGANISATION: COMMONWEALTH BANK**  
**SPONSOR: AGRICULTURE VICTORIA – WOMEN IN AG SCHOLARSHIP**

I'm an Agribusiness Banker by day combined with my family sheep and cropping business after hours. As someone eager to learn I came into the journey full of optimism.

My sponsor, Agriculture Victoria, thank you – by providing this support you have allowed me to complete the brilliant program.

When I started this program I was nervous about what was to come, who I would be learning with, what the learnings would be and what would I finish the program with? Would I leave with my 'Willy Wonka' golden ticket of answers?

Coming into that opening retreat with so many new faces who were frank and caring was both confronting but also exciting. This was a challenge mentally straight from the get-go.

Then backing that up, having the physical challenges at the opening retreat really tested me, very rewarding and invigorating (legs of jelly and adrenaline) – full of self-talk.

Throughout the program, it pushed me to constantly learn, provoke ideas, question my norm and reflect. I learnt making change

around leadership and people is hard, that the whole leadership basis is based on genuine conversations, that allows cultural changes, genuine trust and for relationship to move from the fluffy chat to a deeply connected understanding. I reflected on my professional and personal life equally and regularly.

Now finishing the program, I have cemented the concept, that no Willy Wonka ticket exists, that leadership is constant hard work, and ever rewarding, but no easy task – and no simple module or training program you can just learn. Leadership needs equal time as other 'physical' training gets, but often doesn't receive as you can't see or measure easily 'culture', but in fact leadership is a way of life, way of communication that applies to every aspect of your life.



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## ONELLA COORAY

**ORGANISATION: AGRICULTURE VICTORIA, DEPARTMENT OF JOBS, PRECINCTS AND REGIONS**  
**SPONSOR: AGRICULTURE VICTORIA, DEPARTMENT OF JOBS, PRECINCTS AND REGIONS**

"How do you want to be remembered?" was first posed at the start of the program when the concept of a 'personal trademark' was introduced as an expected final output. It was repeated through the year and will continue to echo in my mind.

Mid-way through the program I grappled with feeling self-centred. Several models and discussions made me realise I was not behaving the way I wanted to be remembered; I was burnt out, over-extended and not taking adequate care of myself. I was not where I wanted to be, professionally or personally. This was quite confronting as I felt I had already gone through several iterations of myself over the last 7 years. However, this time, I was not reacting to external circumstances out of my control but instead tuning in to my own frequency. With the encouragement and support of my peers and facilitator of the program, I was able to accept that my journey through the program was not selfish, it was simply my own and

that I needed to fill my cup before I could pour from it.

The program days were pockets of insight throughout another year marred by the pandemic. The leadership models provided clarity and broadened my personal toolset; the regional discussions sparked interest and enthusiasm.

My personal trademark may be the most salient product I created from this program, but it was born from the honest conversations, empathy, practical lessons, and inspiration experienced over ten days of 'face time' with my fellow Business Leaders program participants and providers throughout 2021.



## JESSIE GARTLAN

**ORGANISATION: WIMMERA MALLEE NEWS**  
**SPONSOR: THE MINERALS COUNCIL OF AUSTRALIA – VICTORIA**

Graduating the Leadership Wimmera Business Leaders course is a really proud moment for me.

It is the first course I've undertaken that has really helped me delve into both myself as a Wimmera resident and as a leader.

Some key skills or lessons I picked up throughout the year include prioritising people, building stronger relationships in the workplace, and a broader view of the unique advantages and challenges the Wimmera faces.

The presentations on water, housing, tourism and what different regional bodies are working on has provided a deeper understanding and sense of continuity in regards to where the Wimmera has come from and where it could be headed.

Housing, livability and the eternal water problem, along with the future of agriculture a world teetering on the point of irreversible climate change, are key issues that will be prioritised in our mastheads, and it is my aim and my hope that these will reflect a greater depth of understanding than they would have prior to the course.

I am committed to continuing the self-assessment and reflective work that we have undertaken throughout the year, with the goal of increasing trust and collegiality in my team, nurturing talent, and working together to create value for the Wimmera in what we do.

I will also be suggesting my 2IC apply to the course next year.

A very big thank you to the Minerals Council of Australia for the scholarship they provided, and a very big thank you to Daniel, Jess, Leadership Wimmera, my fellow future leaders, and every presenter for the time they gave to join us.



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## BELINDA GILPIN

**ORGANISATION: UNITING WIMMERA**  
**SPONSOR: UNITING WIMMERA**

We all commenced our journey into the program with a common goal – to develop our Leadership style.

The program commenced with a weekend retreat at Roses Gap, an opportunity to disconnect and jump right in. It was apparent instantly the strong correlation of getting out what you were prepared to put in.

All sessions had a common theme requiring teamwork, supporting your peers, getting vulnerable and reaching outside of your comfort zone. Very fitting as Leadership is defined as the ability to inspire a team to achieve a certain goal. It was a safe space and we all wanted to see each other succeed and achieve our goals.

We were building trust and learning a pivotal component of high performing teams and strong professional relationships.

I began sharing my learnings with the team immediately. The power of how we speak to ourselves, what we accept as the truth and how it impacts behaviour. The relationship pyramid and importance of strong relationships, normalising feedback and withstanding a genuine conversation. Consciously I shared a difficult situation with the team. The feedback was

outstanding and in return I received support and understanding. This encouraged others to also share. Leading by example, results were contagious. In addition, understanding my strengths and weaknesses with the DiSC profile has changed the way I approach situations and provide direction.

Developing my trademark, my legacy, ensuring a strong emotional attachment took the entire year. Will it help me consistency on my most challenging days? Remind me of my purpose? Provide direction? Yes. My trademark is I lead an intentional life - inspiring positive change.

It has influenced the way I work, lead and live.

I am extremely grateful to Uniting for sponsoring my journey. Thank you.



## STEPHANIE HARDER

**ORGANISATION: HORSHAM RURAL CITY COUNCIL**  
**SPONSOR: HORSHAM RURAL CITY COUNCIL**

I was part of the great pandemic tree-change revolution last year. Into the third week of my new role with Horsham Rural City Council, our second lockdown was imposed and I abruptly lost the vital day-to-day interactions in connecting with my new community.

The Leadership Wimmera Program became a very important resource in developing my understanding of the Wimmera region, establishing myself in my new role within Council and regaining confidence in general.

The program facilitated connections with a wonderful circle of people outside my organisation as well as community champions and leaders taking action on various issues facing the region. I gained valuable insight on the intricacies of the local fabric through knowledge sharing and seeing issues from various viewpoints that have since become important considerations for my own project work.

I never consciously realised the amount of deliberate effort, self-awareness and reflection successful leadership required before taking part in the program. The program not only shed light on the benefits of empowered work environments and a trust-based cultures but it had us actively test techniques allowing us to witness the results for ourselves.

Upon commencement of the program it became obvious that my approach of 'winging it' would only get me so far, it was amateur behavior, and that preparation and effort was the answer. Nine months later, I feel I have a strong understanding of my own leadership style and personality traits and I am sufficiently equipped with tools for communication and self-awareness. I will be committed to actively applying these tools in the workplace and in life generally.



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## ANDREW HARRISON

**ORGANISATION AND SPONSOR: DEPARTMENT OF FAMILIES, FAIRNESS AND HOUSING AND WIMMERA CATCHMENT MANAGEMENT AUTHORITY**

This Business Leaders program has filled me with inspiration, confidence and has encouraged me to be more actively involved in the local conversations to help make the Wimmera thrive and even more liveable than ever and I look forward to applying these new and enhanced skills to my local footy club as a volunteer, player and potentially a committee member. Further, my goal is that I will become a board member of the Horsham and District Football and Netball League.

I thrive in a group setting, but this program has been on a whole other level right from the start. Being a part of this program with an amazing group of people really enhanced this experience by sharing the struggles, the wins and achievements through putting learning into practice even whilst dealing

with world problems has been inspiring to hear and see. The energy, being in the same physical or virtual rooms as my fellow participants has made it more empowering for me and has helped to keep me focused and driven to achieve similar goals and outcomes through putting learning into practice whilst dealing with my own world and personal issues.

I would like to thank Jessica Grimble and Daniel Healy for their time and effort - you both do amazing work.

For all of our new Leaders in the Wimmera, thank you for a fantastic and exciting year and thanks for being you. I'll always remember this journey together. You're all amazing!



## HOLLY NOONAN

**ORGANISATION: GMMWATER**  
**SPONSOR: GMMWATER**



As we know, 2020 was a rough year for everyone. For me, it meant starting a new job during a pandemic and working from home for nine months. So when the opportunity came up to participate in the Business Leaders Program, I welcomed it with open arms. I really was ready to get stuck into some learning and to take my career to the next level.



After the first information session I was really excited and enjoyed going through the exercise of putting forward behaviours we expected from each other for the duration of the course.

From that point onwards I decided that I was going to 100 percent commit to whatever was asked of me during the course.

Given I don't have any direct reports at the moment at work, a lot of the theories and ideas we work through on our program days I relate back to coaching netball - a role I have taken on for the first time this year. In particular, I've focused on taking the time to build relationships and try and move to have more genuine conversations.

After almost every Business Leaders program day this year, when I'm reflecting on the day, I find myself asking myself two questions – did I give enough of myself today? And did I give enough silence and space for everyone else? This was a juggling act for me from the get go, as my first commitment following the retreat was to practice active listening and not talk over the top of others. I'm still working on that, but it does pair nicely with another valuable lesson I've learned this year. In both my work and outside of work as a coach, the moment I stopped leading with assumptions and opinions, and instead asked questions, was a turning point to much better conversations and outcomes.



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## ADAM ROCHE

**ORGANISATION: ACE RADIO**  
**SPONSOR: ACE RADIO**

"You'll get pulled apart and put back together again". They were right. I've taken great leaps in becoming the leader and human I was born to be.

Intense heat, strangers, challenges, self reflection - a brilliant cocktail. With a great group of leaders, sharing and showing so much of themselves, the opening weekend retreat set the standard for the months to come.

According to the DISC profile, I am a massive peacock. I now understand not just who I and others are, but how we behave, what we require, and how the two entwine.

Understanding how changing the words and the mindset of a 'difficult' conversation, to a genuine and honest one, has allowed me to approach relationships in a new and improved way.

I now know where I sit on the relationship pyramid with each of my team, and work towards pushing them down into the honest, danger and risk zone.

I've discovered what my work life balance looks like, made tweaks, and will continue to do so. I've gained a deeper understanding of this region, the challenges it faces, and how my role can influence.

It's been about creating a High Performing Team, undoing bad habits, and ensuring that my team of able individuals are on the same page.

I've learnt what I accept as the truth about me.

It's helped me be a better family member, friend, cat dad, leader and a better human. I'll continue to make mistakes, I'll continue to learn from them.

Passionate, Creative, Courageous and Bold  
Stay focussed on the journey, it's yet to be told  
With dirty hands, lead, be kind and show care  
All different, all equal, trust in the flair





# MICHAEL SCHNEIDER

**ORGANISATION: GMMWATER**  
**SPONSOR: GMMWATER**

What a year it has been for the 2021 Business Leaders Program. An on again, off again opening retreat due to COVID, hot and humid weather when we did get there and a mixture of in person and remote program days as dictated by COVID. This, however, in no way diminished the experience had!

At the beginning of the Leadership Program I was a relatively new leader in both a professional and community sense. Having heard about the program from others within GMMWater who found it a very challenging but rewarding experience I thought that it sounded like a very worthwhile program. Coming into the program I was eager to improve my leadership skills to ensure I could support my team to the best of my ability.

What quickly became apparent was that nothing we were learning was complicated, in fact it was all quite simple. What it did require was a commitment to spend time working on meaningful relationships with your team. While I know I haven't been able to implement these widespread within my team, I

have been able to with a number of my staff. The level of trust and understanding with these staff has been immense. The ability to navigate through some difficult times with staff which would have otherwise been quite daunting is confirmation of the power of meaningful relationships. This will ensure I continue to grow these further in my team.

A big thank you to GMMWater, Wimmera Development Association, Leadership Wimmera and Leading Teams!



# ARUN SIVAKUMAR SHUNMUGAN

**ORGANISATION: AGRICULTURE VICTORIA, DEPARTMENT OF JOBS, PRECINCTS AND REGIONS**  
**SPONSOR: AGRICULTURE VICTORIA, DEPARTMENT OF JOBS, PRECINCTS AND REGIONS**

My journey with the Business Leaders group in 2021 started with a bouquet of emotions. I felt privileged, excited, nervous and pumped. I thought the course would hand me over some magic potions that would make me an excellent leader.

The opening retreat at Roses Gap taught me how one could build relationships even with strangers purely based on trust. The three things of significance helped me build that mutual trust and respect. When Daniel Healy revealed my DiSC profile, it was a "freaking-in" moment for me. A dove I am, I know it now.

Halfway through the program, the "golden" relationship pyramid and willing and able model helped me sort complex issues at work and also in my personal life.

I have successfully moved two of my work colleagues to the genuine conversation end of the pyramid, which I am really proud of. Fortunately, both professionally and personally, I was

challenged enough to come up with my trademarks, strength and fairness. I aspire to be a better human being by making these two traits, my new self-talk. I realise, leadership is not just about leading always, you will have to be a good follower as well.

Now, I ask relevant questions, listen actively and more aware of my own and other personalities. Finally, my leadership journey has been all about learning, unlearning and relearning the concepts of high-performing leaders and teams.

I will continue to practice my learnings and exhibit how migrant scientists can be successful in the regions.



Beginning - a Kung Fu Panda when he started the leadership journey. Excited, nervous and pumped.



Middle - a dove, learning leadership models and trying to imbibe traits from other personalities.



End - a self-aware dove with strength and fairness as his new self-talk.

## JENN TUMNEY

**ORGANISATION: GRAMPIANS COMMUNITY HEALTH**  
**SPONSOR: ROBYN AND DES LARDNER AND GRAMPIANS COMMUNITY HEALTH**

It all started on a stifling hot afternoon at the Centre for Participation in Horsham. A room full of strangers that I would be seeing on a monthly basis for the next 10 months. A group of individuals of varying ages and backgrounds thrown together to learn about and improve leadership skills – what had I gotten myself into?

From our opening retreat to our graduation this amazing group of individuals became a team, sharing the good and bad times with courage, openness and honesty. We have shared laughter, tears and technological frustrations; we have said good-bye to some and welcomed two new additions; we moved from the freedom of face-to-face gatherings to the world of Zoom and a blended model of the two for our graduation. I will forever be grateful to my amazing fellow participants for their support, encouragement and friendship it is irreplaceable.

I have learnt an amazing amount about leadership and myself over the past 10 months. I feel incredibly privileged to have

had the opportunity to grow from a seed that was planted two years ago and will now look at ways to pass the privilege forward.

This Leadership journey would not have been possible without the following –

Jess and the WDA team for running the program

Daniel for his continued support of the course and engaging facilitation

Grampians Community Health for their support and giving me the capacity to attend each month

Robyn & Des Lardner, your sponsorship gave me the financial freedom to attend as well as additional encouragement

And my fellow participants – CONGRATULATIONS! – you made it. I look forward to hearing of your exploits & following your journeys in the coming years.



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## FLIP STEIN

**ORGANISATION: GRAMPIANS OLIVE COMPANY**  
**SPONSOR: GRAMPIANS OLIVE COMPANY**

I began a new journey in the Business Leaders group, somewhat hesitant but excited. We started off with the opening retreat in Roses Gap. With 17 other people we began to work our way into developing ourselves to become better leaders for the future.

During the sessions, face to face and zoom we have learned to manage useful tools. Daniel from Leading Teams guided us through the year in our self-development. During the check-in sessions we learned to share emotions and feelings resulting in meaningful conversations, relationship and trust were built. Other sessions like 'self talk', developing a trademark and 'the pictorial' helped us understand how to and how we have developed ourselves in to the leaders we are now, feeling more competent and comfortable standing in our shoes.

We also had many informative sessions on the region's development, from CMA, renewable energy, Housing and many more leading to good questioning and discussions.

By the end of this journey, we have created a great team of people who we can work with, trust on, to share with and rely on into the future!

Thanks to Jess and Daniel for a great year of self-development.



## SARAH TOTTENHAM

**ORGANISATION: GMMWATER**

**SPONSOR: GMMWATER**

I love living and working here in the Wimmera.

One of the main reasons for applying for the Business Leaders Program was the opportunity to gain greater insight into the Wimmera community and ultimately become a community leader myself.

Exploring the different aspects and challenges of our local community through guest presenters has given me a greater awareness of our local community.

I feel that I can meaningfully reflect on the perspectives and situations of other individuals, groups or communities now that I understand the challenges that are faced in our community and ultimately get involved for positive change.

Genuine conversations with so many people throughout this program has been insightful and something that I am already putting to use - not only in my role as a manager, but as a partner, mother and community member.

I felt challenged by the self-reflection aspect of the course. The hard truths I have revealed to myself during the program have sometimes been difficult to accept.

Opening up to being vulnerable to everyone in the class often left me feeling overwhelmed, it's something I will continue to work on.

Developing a personal trademark has also been challenge but the concept has opened my mind to reflecting on my own truth and ultimately how I would like to be seen on my own wheel of life.

My Business Leaders journey may have ended, but I feel very grateful for the opportunities, career development, networking and new friends I have met so far. I look forward to putting into practice the skills I have learnt now and into the future.



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## CHAREE SMITH

**ORGANISATION: BARENGI GADJIN LAND COUNCIL**

**SPONSOR: HORSHAM RURAL CITY COUNCIL**

As we come to the end of this program, I've reflected upon the year of learnings. It was rewarding to get feedback from my peers and managers that they noticed the difference in my personal growth through this course and how I have implemented changes to my workplace and unique environments.

I look at our agreed behaviours, and it is here that I look at with great celebration of the achievement of us all; at one stage or another, we all collectively and collaboratively worked hard to acknowledge and practice these behaviours.

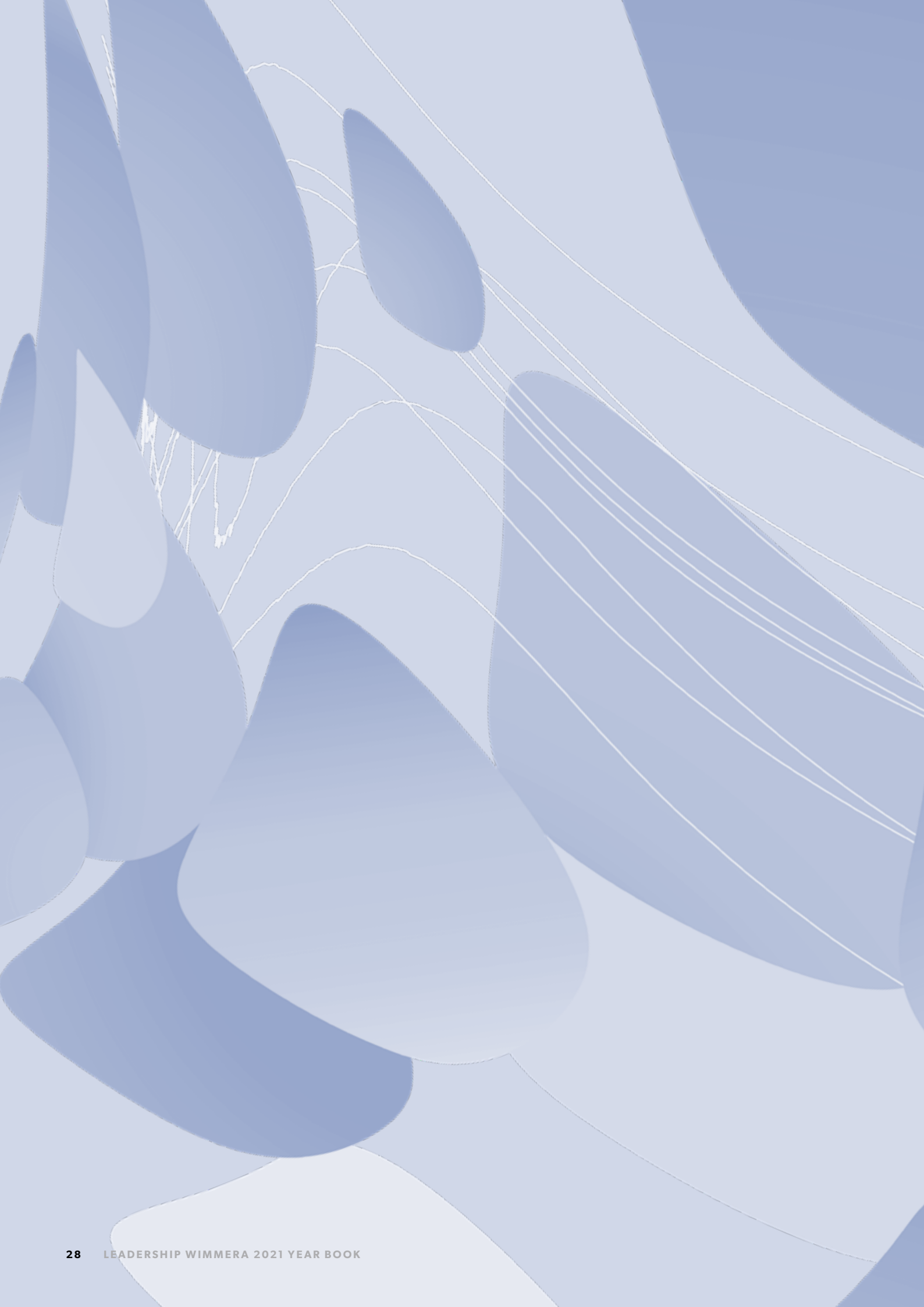
Over the months, we have delved deeper into our Region, unpacking the impacts of Water, Environment, Sustainability, Housing and Tourism. With fantastic guest speakers, we gained insights into supporting and encouraging more excellent liveability for us all.

Thank you to Program Manager Jessica Grimble at Wimmera Development Association. Your hard work to create a program that expands skills, knowledge and participation through leadership is outstanding, but thank you for always encouraging me professionally and personally.

Thank you to Shana Miatke and Carolynne Hamdorf at Horsham Rural City Council for your support and encouragement to become a better leader.

My journey throughout life has been bountiful, rich with opportunities. Today is a new door opening - as a graduate, this is a unique experience for me, as I never graduated from school nor university. Not always the most fantastic feeling, but I am now proud of getting here and being part of a wonderful group of leaders and new friends.





# LEADERSHIP WIMMERA GRADUATE NETWORK

**The Leadership Wimmera Graduate Network offers community leadership program graduates, and interested residents, the opportunity to build their leadership capability and capacity locally.**

# 2021 EVENTS AT A GLANCE

## FEBRUARY TO NOVEMBER

Regional Leadership Skills program

Business Leaders Group

**Total 29 graduates**

## JUNE

### **Australian Institute of Company Directors - Governance Foundations for Not-for-Profit Directors**

A two-day course for non-profit board and committee members, or people working in governance, to build understanding in the areas of their role and responsibilities, strategy and risk management, and finance.

**Where:** *Horsham Golf Club*

**Who:** *22 participants*

## JULY AND AUGUST

### **Leadership Master Class with Jake Bridges of Leading Teams**

A two-day program for past participants of Leadership Wimmera flagship programs to refresh and advance their knowledge in relation to models such as high-performing teams, self talk, situational leadership, the relationship pyramid and personal trademarks.

Chris Sounness was the guest speaker for day one, discussing why Community Leadership – and leadership development – matters to the development and prosperity of the region. Robyn Lardner was the guest speaker for day two, sharing her community leadership story and advice on how people might identify a community leadership opportunity that's right for them.

**Where:** *Horsham Angling Club*

**Who:** *18 participants*

## AUGUST TO OCTOBER

### **Introduction to Executive Leadership**

A three-part pilot program offered to participants of the Business Leaders program – offering them insights into strategic planning, human resource management and financial literacy. Facilitators were Pru Cook, Lisa Davidson and Frank Delahunty.

**Where:** *Zoom and Wimmera Business Centre, Horsham*

**Who:** *10 participants*

## AUGUST

### **Virtual Federal Parliament Day**

An opportunity for current and past participants to learn about Federal Political processes and hear from Federal Politicians; and to hear from regional media and regional development leaders about how their work influences and shapes community.

This was made available through collaboration with regional community leadership programs Future Shapers (Ballarat), Goulburn Murray, Alpine Valleys, Gippsland, Lead Loddon Murray and Northern Mallee Leaders.

**Where:** *Hosted via Zoom*

## OCTOBER

### **Running Brilliant Meetings**

A two-part program designed to assist people to run, and participate, in brilliant meetings online and in-person. While the program was about running a brilliant meeting and discussed process and protocols of meetings, the greatest focus was around people – guiding and encouraging people to build an understanding and trust among those in your meeting room in order to achieve best possible results.

Cynthia Mahoney of Cynthia Mahoney and Associates, and Dr Kristy Howard of Inspiring Excellence facilitated the program.

**Where:** *Zoom*

**Who:** *20 participants*

## JULY TO AUGUST

### **Leaders Breakfast**

A number of Leaders Breakfast events were organised - with the aim of giving past participants a chance to reunite with their graduating cohort and engage with Leadership Wimmera. This opportunity gained strong interest from all graduating years. However, with COVID-19 restrictions forcing the cancellation of these opportunities on a number of occasions, they were deferred until a later date.



**LEADERSHIP  
WIMMERA  
GRADUATES**

## 2020

Justin Beugelaar  
Gemma Beavis  
Julie Braisby  
Cait Brennan  
Mariah Cody  
Damien Crouch

Michaela Del Castillo  
Daniel Fischer  
Jo Gellatly  
Anubha Jalla  
Cheree Johnson  
Bonnie Kelly

Jessica Kuhne  
Vanessa Lantzakis  
Colleen McCann  
Shannyn McGrice  
Brendan McIntosh  
Greg Munn

Matthew Op de Coul  
Steph Purcell  
Thomas Rowe  
Nicole Sawyer  
K'lu Say Say  
Luke Spasic

Dianne Stewart  
Mark Sulic  
Hayley Thomas  
Katherine Whitehouse

## 2019

Ben Muir  
Jonathan Starks  
Clair McDonald  
Wendy McInnes  
Annie Hobby  
Tracy Dart

Zack Currie  
Venetia Kardogeros  
Hserwah Pokyaut  
Sara Barron  
Tim Winfield  
Kaw Doh Htoo

Kaycee Bould  
Holly King  
Rhianon Plush  
Jessie Koschitzke  
Michelle Rabone  
Kate Waterworth

Matt Charles  
Luisa Schellens  
Emma Hynes  
Belinda Penny  
Trent King  
Amanda Carracher

Chris Folkes  
Llewelyn Clark  
Kelly Schilling

## 2018

Verana Hunter-Raye  
Aimee O'Callaghan  
Emily Thoday-Kennedy  
Emma Herschell  
Lara Rogers  
Bonnie Severin

Brad Brotherton  
Emma Forrester  
Katelyn Tepper  
Lyndall Cherry  
Margaret Barbetti  
Rachel Thomson

Tim Hobbs  
Lauren Dempsey  
Patrick White  
Sarah Summers  
Tim Nuske  
Vanessa O'Loughlin

Amelia Crafter  
Hayley Janetzki  
Ty Ballinger  
Brett Ellis  
Patrick McDonald  
Daniel Palmer

Shane Podolski  
Rachel Hateley  
Emma Elsom  
Dave Turra  
Jodie Potter

## 2017

Ryan Schirmer  
Brody Short  
Sameer Joshi  
Tim McDonald  
Erin Smith

Dalton Cross  
Danna Woolman  
Allan McDonald  
Malinda Watson  
Brooke MacInnes

Elle Adamson  
Mary Bysouth  
Leah Davies  
Garry Rosewarne  
Brooke Reardon

Krista Fischer  
Louise Gabbe  
Zac Gorman  
Jeff Woodward  
Rowena Wasley

Natasha Pietsch  
Giri Santhanam  
Tess Healy

## 2016

Melinda Bottoms  
Anna Brown  
Kylie Camilleri  
Mary Dagleish  
Sammy Das  
Julie Flaherty  
Meg Hall

Jason Kannar  
Brittany Lawson  
Vincent Liao  
Lancelot Maphosa  
Alaine McFarlane  
Melissa Powell  
Sarah Scully

Jessica Sluggett  
Rae Stone  
Htoo Kaw  
Dianne Thomson  
Tina Baker  
Rita Bikins  
Tracey Bone

Ben Cordes  
Jossy Dan  
David Johns  
Josh Koenig  
Nicole Netherway  
Sally Norton  
Adele Rhode

Corey Tucker  
Jo Wheaton  
Surya Kant

## 2015

Naomi Taylor  
Rebekah Rabone  
Haobing Li  
Bruce Holding  
Nilma Sarup  
Mars Drum  
Brodie Mines

Tha Blay Sher  
Leanne McIntyre-Yew  
Nathan Henry  
Marty Carbone  
Amanda White  
Lisa Oliver  
Suzy McDonald

Emily Boddi  
Andy Van  
Stacy Whitehorse  
Bea Skyes  
Dan Glover  
Leanne Bell  
Todd Krahe

Maree McAllister  
Yvonne Jones  
Greg Mathews  
Rhiannon Abernethy  
Cobie McQueen  
Brett Wheaton  
Ray Baker

Emilia Johns  
Tim Nurse  
Kim Salmi

## 2014

Chloe Chenoweth  
Heather Drendal  
Jamie Duffy  
Keith Emmerson  
Kate Finnerty  
Megan Gardner

Hayley Jende  
Pragya Kant  
Simon Langrigan  
Gerald Matthews  
Alyshia Okley  
Maddison Peters

James Rowe  
Katherine Colbert  
Tammy Smith  
Sarah Schnaars  
Ashley Roberts  
Grant Preece

Kerri Nichols  
Matthew Meek  
James Henwood  
Sue Hayman-Fox  
Janelle Apostolopoulos  
Kendra Clegg

Alisha Cameron  
Zane Bell  
Luke Austin  
Andrea Cross

## 2013

Jennifer Briggs  
Stephanie Cox  
Amanda Douglas  
Leanda Elliot  
Tina Fitzgerald  
Brandi Galpin  
Karen Hyslop

Melinda Keel  
Jennifer McInerney  
Dimitry O'Bryan  
Merrin Spackman  
Angela Stewart  
Jessica Tyshing  
Lauren Wiggins

Priyan Wijeyeratne  
Laetita Livingstone  
Jaye Macumber  
Cameron Mibus  
Wendy Mitchell  
Natalie Okley  
Danielle Olver

Rebekah Ruwoldt  
Adrian Tyler  
Adrian Wade  
Craig Abernethy  
Jeff Allan  
Joel Boyd  
Helen Farnsworth

Gabi Freijah  
Karen Fuller  
Narelle Hanrahan  
Joanne Hornsby

## 2012

Sallie Millington  
Cecilia Caris  
Steven Carter  
Tracey Klemm  
Jason McErvale  
Gaby Mitchell  
Terry Quirk  
Nigel Rogers  
Daniel Shoppee

Stephen Talbot  
Lisa Warrick  
Rhonda Winter  
Justin Amor  
Ashley Bennett  
Kathleen Brown  
Kevin Gebert  
Tami Lane  
Paul Latimer

Penelope Manserra  
Aaron Matheson  
Eddy Nagorcka  
Caylie Price  
Bernardine Schilling  
Brett Symes  
Robyn Tucker  
Michael Versluis  
Brian Watts

Julie Andrew  
Susan Robson  
Tracey Rigney  
Helen Richardson  
Gail Harradine  
Nola Illin  
Suzanne Harrison  
Rachel Ferrier  
Prudence Cook

Denise Barbulessu  
Olivia Borden  
Sue Boddi  
Tammy McDonald  
Suzie Skurrie



## 2011

Jennifer Ackland  
Kym Bateson  
Lynette Beer  
Marceena Cameron  
Shane Evans  
Simone Gibbs

Matthew Lockhart  
Wendy Mackley  
Tahlia McGrath  
Kane McKinnon  
Mark Radford  
Jeremy Ricketts

Luke Schuyler  
Stephanie St John  
Mark Deckert  
Belinda Elliot  
Mark Fletcher  
Vanessa Grieger

Vikram Jaggi  
Robert Moir  
Wade Morrow  
Richard Nagorcka  
Wendy Robins  
Helen Symes

Terry Tyler  
Chris Waack  
Dean Winfield

## 2010

Adam Gust  
Kylee Williams  
Penelope Penfold  
James Murphy  
Tanya Fulton  
Nicole Daniell  
Robert Moloney  
Georgia Hallam

Jodie Rimmer  
Kara Oakley  
Stephen Graetz  
Wendy Davies  
Debra Shipway  
Matthew Robinson  
Terry Robins  
Jason Schilling

Richard Bales  
Allan Slocombe  
Josephine Jackson  
Stuart Hall  
Annie Murray  
Kelvin Tyler  
Simon Dandy  
Gavin Morrow

Simon Coutts  
Tim Shaw  
Wayne Filcock  
Shane Bryan  
Leanna Jackman  
Tracey Arbuckle  
Gabrielle La Forgia  
Naomi O'Callaghan

Brendan O'Loughlin  
Fiona Werner  
Marianne Ferguson  
Brendan Broadbent  
Cheryl Woods  
Dean Lawson  
Katrina Doolen  
Anne Richards

## 2009

Edward Tepper  
Diane Bradshaw  
Krystal Cox  
Jessica Cass  
Christine Gunn  
Leanne Leith  
Sharon Mackley  
Amy Rhodes  
Liz Robinson  
Deb Watson

Debbie Simpson  
Andrea Hearn  
Sandy Clutterbuck  
Anthony Dunn  
Brad McLean  
Robert Drummond  
Craig Hurley  
Charles Wheeler  
Kim Moyle  
Leon Forrest

Colin Kemp  
Craig Klemm  
Dino Macchia  
Chris Taylor  
Greg Wickes  
Alison Butler  
Jackie Healy  
Robynne Bryan  
Julianne Phelan  
Tammy Brown

Chelsea Filcock  
Julie Atkins  
Gloria Clarke  
Penny Flynn  
Melissa Mair  
Joanne McDonald  
Dale Roberts  
Felicity Shangwa  
Karen Lienert  
Leanne Parker

Wayne Anderson  
John Barber  
Chris Baker  
Doug Ritchie  
Damien Ferrari  
David Stewart

## 2008

David Bowe  
Andrew Cormack  
Helen Hannan  
Sarah-Jayne Holland  
Anne King  
Sarah Koschitzke  
Prue McCredden

Linda Loft  
Stephen McQueen  
Janine Sallman  
Cathy Tischler  
Colleen Trehwella  
Jean Wise  
Robert McInnes

Tim Patterson  
Jason Schilling  
Amy Taylor  
Kelly Jenkins  
Melissa Colbert  
Jenna Warrick  
Graham Hill

Kelly Grose  
Sharee Schuller  
Anne King  
Matthew Tulloch  
Leanne Stewart  
Quinn McLean  
Kristen Kean

Patricia Lever  
Glenn Rudolph  
Kelli Harris  
Jenny Rissman

## 2007

Louise Brennan  
Christine Picone  
Shannon Winfield  
Amanda Harrison  
Jennifer Reid  
Susan Afford  
Brooke Turner  
William Lovell  
Michael Stevens

Margaret O'Loughlin  
Andrew Dorman  
Gavin Watson  
Alison Bainbridge  
Trisha-Anne Heinrich  
Katie Hurnall  
Catherine Noone  
Paul Clyne  
Bryce Simpson

Martin Reither  
Patrick Barrett  
Timothy Hopper  
Sandra Moon  
Peter McCann  
Barry Ray  
Graeme Scott  
Melissa Pouliot  
Michael McGough

Casey Lowe  
Anne McLaren  
Annie Osborn  
Ian Spence  
Heidi Pfeiffer  
Lauren Butterfield  
Sally Foord  
Fiona O'Brien  
Kylie Pickering

Brad Martin  
Donna Winsall  
Shane Gillespie  
Jackie Exell  
Vikki Schumann  
Robyn Dunn

## 2006

Angela Penny  
Andrew Dodson  
Mary-Ann Bumpstead  
Natasha Gardner  
Susan Findlay-Tickner  
Anita Masiero  
Mathew Piper

Janet Donnell  
Marcus Lowerson  
Jim Delahunty  
Nathan McDonald  
Kirrilee Clayton  
Pauline Thomson  
Rebecca Newton

Michael Bailey  
Angela Carter  
Stuart Harradine  
Prue Daley  
Joy Warren  
Martin Bride  
Glenn Okely

Paula Rathgeber  
Jessica Gardner  
Merle Hathaway  
Bill Lovel  
Katie Hurnall  
Lee Schumann  
Paul Murphy

Tricia-Anne Heinrich  
Margaret O'Loughlin  
Naomi Brick

## 2005

Andrew Saunders  
Justine Watt  
Ebony Sloan  
Stacey Simpson  
Craig Powell  
Wayne Lentsment  
Judy Gardner

Liz Mulraney  
Susan Martin  
Stacey Holland  
Kerrie Duxson  
Linda Domaschenz  
Rebecca Conlan  
Greg O'Connor

Rhian Jones-Davidson  
Rod Spinks  
Michael McMurtrie  
David Jones  
John Price  
Jen Elliot  
Anne Champness

Jenny McGennissen  
Jane Auchetti  
Melissa Douglas  
Steve Wood  
Justin Stevens  
Cameron Patrick  
Libby Joyce

Bruce Bayly  
Sharon McLean  
Mary Raynes  
Carolyn Russell

## 2003-

## 2004

Karen Thomas  
Lee Cooper  
Anne Bothe  
Graeme Harrison  
Gavan Inkster  
Susan Winfield  
Darren Webster  
Campbell Trewin  
David Robertson

Kathy McEwan  
Kylie White  
David Bowe  
Wayne Borgelt  
Kate Farnham  
Darlene Foster  
Michael Hassall  
Dennis Hateley  
Jonathon Holden

Susie Kelm  
Justin Lane  
Sharon Mclean  
Geoff Pohlner  
Stephen Purchase  
Mel Roberts  
Rebecca Smith  
Stacey Taig  
Angela Ward

Genevieve Wardleworth  
Marion Werner  
Kerrie Bell  
Sue Frankham  
John Glover  
Alastair Griffiths  
Tony Huebner  
David Mckenzie  
Robyn Murphy

Julianne Phelan  
Olinda Poulton  
Faye Smith  
Gillian Vanderwaal  
Murray Wilson

## 2002

Christine Bull  
Rohan Brown  
Bruce Petering  
Julie Flaherty  
Graeme Ussing  
Julieann Phelan  
Des White  
Michael Versluis

Paul Shoppee  
Troy Berry  
Maree Kennedy  
Suzanne Bysouth  
Amanda Walsh  
Jackie Bailey  
Tony Dark  
Theresa Pahl

Brent Davis  
Darren Maddem  
Rebecca Hunt  
Shirley Fraser  
Shirley Ashfield  
Pauline Barnes  
Bronwen Brown  
Judith Bysouth

Paula Clark  
Simon Coutts  
Simone Dalton  
Dorothy Henty  
Bernadette  
Hetherington  
Helen Hobbs  
Sue Kealy

Terry Lewis  
Dianne Marchment  
Ange Newton  
Melissa Pouliot  
Elyse Reithmuller  
Christine May  
Jo Ussing  
Jo Yarwood

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**LEADERSHIP WIMMERA**  
WIMMERA DEVELOPMENT ASSOCIATION

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