

Tasmanian Leaders Program

Information pack

2027



Tasmanian Leaders

Tasmanian Leaders is a world-class, place-based organisation with national and global recognition for excellence in high-impact leadership development.

Tasmanian Leaders Program

The Tasmanian Leaders Program (TLP) has been operating since 2007. It is delivered intensively over one year through a powerful combination of multi-day Residentials, two or three-day Linking Sessions and Community Action Projects.

It is aimed at high potential leaders wanting to transform their leadership capacity and be inspired through interactive and reflective learning.

Places on the program are limited, and applicants are selected based on merit through a competitive application process that seeks to select a diverse cohort of participants.

The aims of the Program are to:

- Broaden perspectives through exposure to diverse people, places and ideas.
- Build meaningful relationships across business, government and community.
- Strengthen organisations through practical leadership development and cross-sector collaboration.
- Challenge participants to think beyond the boundaries of their own role, organisation or sector.
- Create positive community impact through collaborative Community Action Projects.

Program design

The Tasmanian Leaders Program is designed to build practical leadership capability. Our learning and evaluation framework identifies 17 areas of leadership growth. These sit under three simple domains: **Insight**, **Influence** and **Impact**.

- **Insight**
Participants build a deeper understanding of themselves, others and the world around them. This includes self-awareness, understanding different perspectives, thinking more strategically, staying grounded under pressure and becoming clearer about their role as a leader.
- **Influence**
Participants strengthen their ability to work with and through other people. This includes building relationships, collaborating across difference, communicating with influence, working with uncertainty and finding creative ways forward when there is no simple answer.
- **Impact**
Participants apply their leadership to real issues, organisations and communities. This includes helping others feel connected, motivating people around shared work, strengthening their connection to Tasmania and contributing beyond their formal role.

These capabilities are used to shape the program, support participant reflection and evaluate growth across the year. They help us understand what is changing for participants and how the program can keep improving.



Key dates

Information sessions (online)

- **Session 1:**
Wednesday 12 August
12.30 pm - 1.30 pm
- **Session 2:**
Tuesday 1 September
5.00 pm - 6.00 pm

Applications close:

Thursday 1 October 12.00 noon

Interviews (online):

- Monday 26 – Wednesday 28
October

Successful applicants notified:

Mid-December 2026

Program structure

The Tasmanian Leaders Program uses a proven format that balances depth and flexibility. Delivered part-time through monthly gatherings from February to November, achieving transformative and lasting results.

Program overview

The Program is built around five main streams of development activity:

- **Residentials** – Three immersive, multi-day retreats led by expert facilitators in iconic regional locations, focus on developing core leadership competencies. These retreats form the backbone of the program.
- **Linking Sessions** – Seven two to three-day sessions explore Tasmania's key challenges and future opportunities, exposing participants to over 100 experts, critical thinkers and people with lived experience.
- **Executive Coaching** – Two one-on-one sessions with professional coaches, provided at key points to embed learning, encourage reflection and support individual development.
- **Networking Events** – Three dedicated events connect participants and their employers with the Tasmanian Leaders Network, culminating in a formal graduation.
- **Community Action Projects** – A real-world project where participants apply their learning to deliver tangible outcomes for Tasmania.

Residentials

The Residentials provide an opportunity for in-depth personal and professional development. The same core facilitators design and lead all Residentials providing continuity throughout the year.

During the Residentials, and also at the Linking Sessions, participants develop and practice a range of leadership competencies.

Linking Sessions

Linking Sessions are typically held monthly on Fridays and Saturdays.

The Friday is devoted to the exploration of an issue of significance for Tasmania's future. These involve a variety of experts, critical thinkers and leaders who help participants explore different perspectives on the topic to challenge existing beliefs and assumptions.

In 2027, three Linking Session topics will be selected by Tasmanian Leaders, focusing on innovation and industry, governance and community resilience. The remaining four topics will be chosen and programmed by participants, ensuring the program reflects the interests and priorities of the cohort.

These sessions help participants think in more complex, systemic, strategic, and interdependent ways building greater capacity to work with ambiguity, complexity and uncertainty.

The Saturday is devoted to exploring different facets of leadership development focusing on personal or professional development.

Community Action Projects

A key feature of the Tasmanian Leaders Program is the successful completion of a Community Action Project. Delivered in small groups, these projects help participants apply their learning while making a positive contribution to the Tasmanian community and delivering a clear return on investment to the State.

Groups use formal project management processes and often partner with not-for-profit organisations to respond to real community needs.

Participants are encouraged to complete their projects during the ten-month program, although many continue after graduation.

I have been fortunate to see several colleagues across various agencies participate in the Tasmanian Leaders Program. It is a credit to the Program that its participants are able to maintain a high level of energy and commitment throughout what is obviously an intensive year.

The Tasmanian Leaders Program is an investment that I believe delivers positive returns for the individual, their workplace (old and new) and the Tasmanian community.

- Kate Kent

Executive Director, Department of Premier & Cabinet



Program benefits

Delivered by expert facilitators, supported by evidence-based design, and shaped by robust evaluation, the program delivers lasting benefits for individuals, organisations and the state as a whole.

Benefits for participants

As a participant, the Tasmanian Leaders Program can:

- Expand your understanding of important Tasmanian, national and global issues.
- Deliver a unique experience which profoundly impacts you professionally and personally.
- Develop, broaden and expand your talents and abilities and increase your self-awareness.
- Expose you to the wisdom of many business, industry, government and community leaders and thinkers.
- Encourage, challenge and inspire you.
- Connect you with other participants from diverse backgrounds and experiences.
- Foster life-long connections with a strong, diverse group of ambitious change-makers.
- Develop your vision for Tasmania's future with a focus on the next ten years.
- Invite you to participate in the facilitation of change through action.
- On completion, welcome you into the influential and innovative Tasmanian Leaders Network.

Benefits for employers

As a sponsoring employer, the Tasmanian Leaders Program can:

- Lift your employee's business acumen and community awareness.
- Significantly improve your employee's self-awareness and leadership capabilities.
- Provide access to a unique forum in which to increase your organisation's profile.
- Expose your organisation to diverse and influential members of the Tasmanian community.
- Offer access to high quality and low cost professional development with a Tasmanian focus.

Evidence of impact

The Tasmanian Leaders Program has a consistently positive and lasting influence on graduates. Key highlights from our 2019 assessment include:

- **100%** of graduates report that their participation in the program contributed to their personal and professional development.
- **96%** of graduates experienced personal growth across the majority of areas measured.
- **95%** of graduates reported increased motivation to influence and create change in their communities or sectors.
- **89%** of graduates felt that the Tasmanian Leaders network has added value to their professional and/or personal lives.
- **98%** of graduates would recommend TLP to friends and colleagues.

Commitment and 2027 Dates

The Tasmanian Leaders Program is a respected ten-month experience comprising 25 days of immersive learning that develops leadership capability through broadened perspectives, meaningful relationships and real-world application.

Successful applicants are expected to attend and actively participate in all program sessions. When accepting a position on the program, participants agree to attend the opening, mid-year and closing Residential and the seven Linking Sessions. Failure to meet this requirement can jeopardise graduation and membership to the Tasmanian Leaders Network.

In addition to reviewing the program dates, participants are required to familiarise themselves with the following key policies:

- [Participant Charter & Code of Conduct](#)
- [Terms and Conditions](#)
- [Privacy Policy](#)

These documents outline expectations for behaviour, participation and how personal information is managed.

2027 Program dates

PROGRAM COMPONENT	DATES	LOCATION
Opening Residential	Thursday 18 February - Sunday 21 February	Regional Tasmania
Linking Session 1	Thursday 18 March - Saturday 20 March	Burnie
Linking Session 2	Thursday 8 April - Friday 9 April	Hobart
Linking Session 3	Friday 14 May - Saturday 15 May	Launceston
Mid-Year Residential	Friday 18 June - Sunday 20 June	Regional Tasmania
Linking Session 4	Friday 23 July - Saturday 24 July	Hobart
Linking Session 5	Friday 20 August - Saturday 21 August	Launceston
Linking Session 6	Friday 17 September - Saturday 18 September	Hobart
Linking Session 7	Friday 15 October - Saturday 16 October	Launceston
Closing Residential	Friday 19 November - Sunday 21 November	Regional Tasmania

PLEASE NOTE:

- Program dates and locations may change and if this occurs participants will be notified in a timely manner.
- Further details regarding dates and session topics will be provided to successful applicants when a placement offer is made.
- Program days are likely to be long with start times of 8.30 am and evening activities included between program days.
- You will need to make your own accommodation arrangements and cover travel costs for all Linking Sessions.
- Tasmanian Leaders aim to cater for accessibility requirements. Should you have any concerns or questions please get in touch to discuss.

If there is something inside you encouraging you to apply for the program, apply. You will not regret it.

- Anne Carey GTLP

Teacher, Department of Education, Children and Young People



Program fees and inclusions

The program represents exceptional value for the level of development it offers. It is one of the most impactful and cost-effective leadership investments in Tasmania.

Program fees

Total program fees for 2027 are **\$9,960** (incl. GST), shared by participants and their employers.

Fees are divided into two components to ensure a tangible commitment from participants and their employers to undertake the program.

The program fees cover the cost of program materials, networking events, field trips, meals and accommodation at each of the three Residentials, as well as lunches and morning and afternoon teas at each of the seven Linking Sessions.

The fees do not include transport to or from the Residentials or the Linking Sessions (participants often carpool), nor accommodation for the Linking Sessions (if required).

Participant contribution

The participant contribution is **\$1,430** (incl. GST). Of this amount \$600 is payable at the time of acceptance of a place on the program in 2026. The remainder is payable before the first Residential (Jan-Feb 2027).

Employer contribution

The employer or sponsor contribution is **\$8,530** (incl. GST). This amount is payable before 30 January 2027.

In most circumstances, self-employed participants or participants who are not currently employed will be required to pay both the employer contribution and the participant contribution.

Scholarships

Tasmanian Leaders is committed to the selection of participants with diverse backgrounds. We aim to ensure there are no economic barriers to participation.

We work with a number of partners to provide selected scholarships. Scholarships help individuals and organisations cover all, or a portion of the program fee, based on the priorities of scholarship partners.

For further information on current scholarships, visit the website: tasmanianleaders.org.au

In exceptional circumstances the Board of Tasmanian Leaders may provide a discount to successful candidates who are ineligible for any of our scholarships and cannot afford the Program fees.

Please contact us to discuss your circumstances.

Program inclusions

Participants in the Tasmanian Leaders Program receive:

- 25 days of structured leadership development across the year
- Seven nights of accommodation provided for the three multi-day Residentials
- Two one-on-one executive coaching sessions
- Access to a wide range of curated leadership resources and program materials
- Tickets for you, your employer, and a guest to attend three networking events
- Four tickets to the formal graduation celebration

These inclusions are covered as part of the program fees and are designed to support your learning, reflection, and connection throughout the year.

Application and selection

The program's strength starts with who we bring together. In 2027 a maximum of 24 people will be selected to participate in the Tasmanian Leaders Program.

Participants are selected on merit through a competitive process. Each cohort reflects a mix of sectors, backgrounds, regions and perspectives, creating a dynamic environment for deep learning and lasting impact.

People interested in applying should:

- Be established or aspiring leaders with at least five years' relevant experience.
- Have demonstrated above average achievement with clear potential for further growth.
- Have the capacity to enter, or progress further through senior levels of management.
- Have the potential to contribute significantly to the wider Tasmanian community.
- Be willing and able to make the required time and energy commitment to the program.
- Have the full support of their employer or business.
- Be committed to engaged community involvement and future participation in the Tasmanian Leaders Network

Applications must be completed through the online application form. You can save and return to your application at any point, so we encourage you to make a start early.

After the written application stage, shortlisted applicants will move on to the next phase which includes an online interview with a panel.

Applications close on **Thursday 1 October at 12 noon.**

Information sessions (online)

We encourage all applicants and their employers to attend one of our Information Sessions.

These sessions present a great opportunity to speak with staff and past participants of the program to find out whether it is for you.

We also encourage you to connect with a past graduate. You can use the Graduate Search on our website to find someone in your industry or sector, or let us know and we'll help make a connection.

You can also view the annual Yearbook archive. Yearbooks include testimonials from graduates and their employers, program highlights and details of sessions.

Information Sessions will be held via Zoom on the following days:

- **Session 1:**
Wednesday 12 August
12.30 pm - 1.30 pm
- **Session 2:**
Tuesday 1 September
5.00 pm - 6.00 pm



Scan QR code to register

Frequently asked questions

Whether you're considering applying or supporting someone to participate, we have answered some of the questions we are most frequently asked.

Applying

What kind of people are you seeking to complete the program?

Each program includes 24 participants selected to create a diverse cohort from across business, government and community. Participants bring a broad range of experiences, perspectives and backgrounds, creating rich opportunities for learning from one another as well as from the program itself.

Visit our website to view recent cohorts and learn more about the people who participate.

I am self-employed or currently unemployed – can I still apply?

Yes. Applications are welcomed from self-employed and unemployed applicants.

Can more than one person from my organisation apply?

Yes. Multiple people from the same organisation may apply. Each application is assessed on its own merit, alongside the overall diversity of the participant cohort.

I have applied before, can I reapply?

Absolutely. Many strong applicants reapply successfully in subsequent years. We encourage you to apply again if you weren't selected previously.

Program design

Are there assignments or exams?

No. The program uses an action learning approach rather than traditional assessment. Participants complete readings, reflections and collaborative activities throughout the year and work together on a Community Action Project.

What is Action Learning?

Action learning is a practical approach to learning through experience, reflection and application. Participants work in small Learning Sets to support one another, explore challenges and apply new insights throughout the program.

What is a Community Action Project?

Working in Learning Sets, participants design and deliver a collaborative project that responds to an issue relevant to Tasmania's future. These projects provide opportunities to apply learning while making a meaningful contribution.

Does the program use any diagnostics?

Yes. Participants may use a range of leadership and communication diagnostics throughout the program to deepen self-awareness and support their learning.

Fees

What if my employer can't fund the employer contribution?

You can still apply. Some participants self-fund all or part of their participation and negotiate leave arrangements with their employer. Flexible payment options may also be available. Please contact us to discuss your circumstances.

I'm self-employed. Who pays the employer contribution?

For self-employed participants, the business is generally regarded as the employer. Flexible payment arrangements may be available depending on your circumstances.

Ready to explore the next step?

Visit our website for more information, upcoming information sessions and application details.

tasmanianleaders.org.au



Tasmanian Leaders

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The Tasmanian Leaders Program is made possible by the generous contributions of a host of organisations and individuals including foundation support from the Tasmanian Government through Building Tasmania and our finance partner KPMG.

Foundation Partner



Organisation Partner



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