



2025

YEARBOOK



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STRATEGIC DIRECTION

2025–2027

Who

We are a world-class, place-based organisation with national and global recognition for excellence in high impact leadership development and research.

What

We build leadership capacity and connectivity across Tasmania for positive social, economic and environmental change – locally and beyond.

Why

We believe inclusive and purposeful leadership is critical to our collective futures

Pillars of work

Leadership Development Excellence

Design and deliver world-class, locally relevant leadership programs that create leadership for lasting impact.

Connected and Celebrated Networks

Leverage a diverse and connected leadership network to drive collaboration and change.

Leadership and Action Research

Position Tasmanian Leaders as a leading authority on leadership in Tasmania and a respected contributor to global thinking.

Sustainable Growth and Impact

Ensure Tasmanian Leaders' long-term sustainability, balancing ambition with resources.

Our guiding principles



Diversity

We embrace diversity of people, perspectives and experience as essential to effective leadership.



Courage

We strive to make a difference by leading with integrity, even when it's hard.



Leadership

We champion inclusive, purposeful leadership that extends beyond self.



Legacy

We are dedicated to creating a better future through lasting, positive impact.

WELCOME *from the Chair*

“The things that get companies into trouble are almost always the things they have been doing successfully for too long.”
— Rosabeth Moss Kanter

As a leadership organisation, it feels fitting to begin with this reflection. At Tasmanian Leaders, we know that staying effective means remaining willing to learn and adapt — after all, that is what we teach. And as we approach our twentieth year, our focus is continuing to adjust to meet Tasmania’s evolving leadership needs.

At the core of our 2025 programs was the nineteenth Tasmanian Leaders Program (TLP). Our signature program continues to attract extraordinary Tasmanians from a wide range of industries, and it remains the gold standard for leadership development in our State. In 2025, the 24 leaders in the cohort demonstrated that standard in practice. Their commitment and contribution took the number of Tasmanian Leaders graduates to over 1,000 — a milestone we are extremely proud to have achieved.

Alongside TLP, we delivered a strong suite of targeted programs, including multiple I-LEAD programs and one-day workshops focused on developing the capabilities Tasmania will need as we navigate a decade of significant change. This work is part of strengthening the foundations for the Tasmania we are collectively building toward.

Our annual symposium brought nearly 100 delegates to Hobart. It explored the theme of leadership in an era of constraint and once again demonstrated the appetite for thought-provoking conversations. We look forward to delivering the Symposium in 2026 in Launceston.

This year was also one of renewal for our Board. We were delighted to welcome three exceptional new directors drawn from our own graduate community: Kathryn Hansson, Monica Plunkett GTLP and Kelly Walker GTLP. Appointing graduates to our Board reinforces our belief that those who have experienced our programs are uniquely placed to help guide our organisation forward.

Their voices strengthen our governance as we build towards our next decade of impact, ensuring our future is guided by leaders who understand both our history and our potential.

We are deeply grateful for the professionalism and passion of our team under the leadership of our Chief Executive Officer, Angela Driver GTLP. Angela continues to bring clarity, ambition and warmth to our work, with a focus on understanding global leadership trends and translating them into approaches that serve Tasmania’s unique context. Her leadership ensures we are not only responding to today’s needs but preparing for what lies ahead.



Our volunteers are essential to everything we do. I extend heartfelt thanks to those who serve on our committees and contribute as speakers, facilitators, mentors and consultants. A special acknowledgement goes to our TLP facilitation team, Katy Cooper, Dr. Polly McGee and Steve Willing GTLP, for their outstanding leadership and the sense of momentum they have created over the past two years. Steve will be stepping down from the facilitation team in 2026 to focus on his own business and family commitments, we wish him every success.

Our impact is made possible through the steadfast support of the Tasmanian Government as our foundation financial support, and the generosity of participants, employers, donors and partners. We extend particular thanks to our foundation and organisational partners the Tasmanian Government, KPMG and WIN Network, as well as major program partners Federal Hospitality, Nekon and Wine Tasmania.

Reflecting on 2025, it is clear that leadership thrives through connection and collective action. With our new Deductible Gift Recipient (DGR) status now in place, we are well positioned to strengthen our partnerships and deepen our impact. We are building towards something larger: a more capable, connected and confident Tasmania.

We look forward to walking together with you on our journey and celebrating our impact.

Rob Woolley

**Chair
Tasmanian Leaders**

OUR 2025 *activity*

11 DISTINCT PROGRAMS



- TASMANIAN LEADERS PROGRAM
- I-LEAD YOUNG PROFESSIONALS
- I-LEAD WOMEN IN INDUSTRY
- I-LEAD WOMEN IN COMMUNITY SERVICES
- I-LEAD TASSIE WINE
- DARE TO LEAD
- BUSINESS AND AI
- NEURO LEADERSHIP
- MANAGING CONFLICT WELL
- LEADING CLIMATE ADAPTATION
- LEADERSHIP FOUNDATIONS

➔ **330**
PARTICIPANTS

SOCIAL MEDIA FOLLOWERS



	7,298 + 348 Alumni group
	5,278 + 516 Alumni group
	1,885
	85
	35 (new mid-2025)

20,000+
ACTIVE WEBSITE USERS

NEW GRADUATES

170



1068

TOTAL GRADUATES 2007-2025



233

VOLUNTEER SPEAKERS
& FACILITATORS

14
EVENTS



➔ **1357**
ATTENDEES



48

SCHOLARSHIPS AND
TRAVEL BURSARIES
WITH AN ESTIMATED
VALUE OVER \$110,300

MESSAGE

from the Chief Executive Officer

Tasmanian Leaders has always been deeply local. Yet this year has shown that while our work is grounded in the needs and possibilities of our island, it is increasingly shown to be globally significant.

The way we develop leaders has been guided by global thinking and shaped by place. It is this approach that is resonating beyond our borders. It has been a privilege to represent our approach and impact.

As CEO of a leadership development organisation, you might expect my highlights to centre on programs, milestones and achievements. And while those matter, what stands out most this year is something deeper: the remarkable engagement and generosity of the people who choose to lead with us. This is important because we cannot have the impact that we do without people genuinely taking an interest and ownership of their development.

A defining highlight has been the extraordinary engagement across all our programs, especially the nineteenth Tasmanian Leaders Program. This cohort showed exceptional dedication to the learning, to themselves and to one another. We were particularly delighted that all four Learning Sets submitted their project plans to the Board before the closing Residential, with one set already having completed their project before the year's end. Their motivation and collaboration have set a new benchmark.

Our I-LEAD programs were equally energising. Delivering four I-LEADS in one year was a significant undertaking, and each reflected our commitment to responding directly to the needs of specific Tasmanian cohorts including young professionals, women in community services and male-dominated industries, and people working within the wine sector. These programs continue to demonstrate the power of place-based design and the impact that comes when leadership development is truly tailored to context.

We were also proud to continue our thought leadership and action research this year. February saw the launch of our *Leading in Complexity* report, authored by Dr. Aiden M. A. Thornton, followed in December by the *Belonging in Tasmania* report from Dr. Joseph Crawford. Together, these reports bookended the year with fresh insight into what it means to lead in Tasmania today. They deepen our understanding of the local conditions shaping leadership and help us design programs that remain local while reflecting the realities and aspirations of our communities.

It was also a year where our work received strong national and global recognition. Representing Tasmanian Leaders at the International Leadership Association Conference in Prague and later being invited to speak at the second Leadership Development Summit in Canberra, were personal highlights. Both affirmed that our way of developing leaders has something important to offer the wider world.

And yet, the moment that stays with me most was our annual symposium. The synchronicity in the room highlighted new ideas, connections, and a collective sense of momentum. The haikus written on the day by delegates captured beautifully the creativity and courage required to lead in an era of constraints. I especially loved this one, reminding us to pause:

work pulls, life pushes
a tightrope of growth and time,
still, balance takes root

Behind the scenes, our success is made possible by the professionalism and commitment of our dedicated team: Claire Beale (Marketing and Communications Coordinator), Karen Davis (Administration and Events Coordinator), Tania Harvey (Executive Officer) and Ros Young (Program Coordinator). Their unwavering efforts ensure every program and event delivers exceptional value and impact. We farewelled Karen toward the end of the year, and as a Tasmanian Leaders graduate, we know this is not goodbye but simply a shift in how we will continue to connect.

Looking ahead, 2026 promises more. More opportunities to develop leaders across the state, more ways to deepen connection and impact, and more space for Tasmanians to step into their potential. It is an exciting time to be shaping the leadership system in Tasmania, and I am grateful to be sharing this journey with all of you.

Angela Driver GTLP

**Chief Executive Officer
Tasmanian Leaders**





TLP19

Overview

The 2025 Tasmanian Leaders Program included seven Linking Sessions and three multi-day Residentials co-designed and facilitated by Katy Cooper, Angela Driver GTLP, Dr. Polly McGee and Steve Willing GTLP.

Residentials

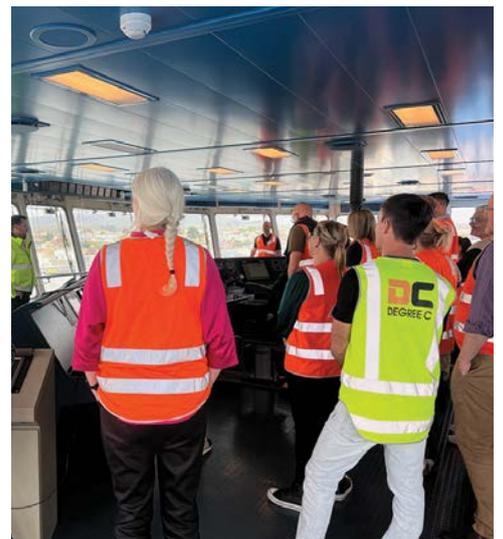
<i>Session</i>	<i>Where</i>	<i>Date</i>
Opening Residential	Iron Creek Bay, Sorell	Thursday 20 February — Sunday 23 February
Mid-Year Residential	Tall Timbers, Smithton	Friday 20 June — Sunday 22 June
Closing Residential	Eastcoaster, Orford	Friday 14 November — Sunday 16 November

Linking Session One

INNOVATION AND INDUSTRY

Burnie: 20-22 March 2025

Demographic shifts and economic impacts in NWC Tasmania	Matthew Nichol , Director and Principal Economist, REMPLAN	Presenter
Site Visit: M.V. Liekut	Captain Sam Barnett and Captain Stuart Michael , M.V. Liekut, SeaRoad	Site Host
Site Visit: Harvest Moon	Lisa Hatten , Compliance Manager, Harvest Moon	Site Host
Site Visit: Simplot	Malcolm Nield , Plant Manager, Devonport Tasmania, Food Group, Simplot	Site Host
Site Visit: Mount Gnomon Farm and networking dinner	Guy Robertson GTLP, Owner, Mt Gnomon Farm	Site Host
Site Visit: Elphinstone	Warren Young , Executive Director, Elphinstone Group and Managing Director, Elphinstone Pty Ltd	Presenter
Site Visit: Tasmanian Minerals, Manufacturing and Energy Council - Centre of Excellence	Vanessa Skipworth , General Manager, Tasmanian Minerals, Manufacturing and Energy Council	Site Host
Site Visit: Eastford Creek Winery	Rob Nichols , Owner, Eastford Creek Winery	Site Hosts
	Rachel Turner , Co-Owner, Eastford Creek Winery	
Site Visit: Ashgrove Cheese	Paul Bennett , Owner and Manager, Ashgrove Cheese	Site Host



Linking Session Two

GOOD GOVERNANCE AND GOVERNMENT

Hobart: 10-11 April 2025



Inside the parliament: How policy is negotiated in Tasmania	David O'Byrne MP , Independent Member for Franklin	Presenter
Tasmania's democratic future	Dr. Robert Hortle , Deputy Director and Senior Research Fellow, Tasmanian Policy Exchange, University of Tasmania	Presenters
	Prof. Richard Ecclestone , Director, Tasmanian Policy Exchange, University of Tasmania	
Making minority government work	Dr. Robert Hortle , Deputy Director and Senior Research Fellow, Tasmanian Policy Exchange, University of Tasmania	Facilitator
	Prof. Richard Ecclestone , Director, Tasmanian Policy Exchange, University of Tasmania	Panellists
	Vanessa Field , Former Chief of Staff to the Tasmanian Premier	
	Lara Giddings AM , Former Premier of Tasmania	
	Andrew Wilkie MP , Independent Member for Clark	
International governance: A changing order	Dr. Matt Killingsworth , Head of Politics and International Relations, School of Social Sciences, University of Tasmania	Presenter
Networking Event: Parliament House	Craig Farrell MLC , Independent Member for Derwent and President of the Legislative Council	Hosts
	Michelle O'Byrne MP , Labor Member for Bass and Speaker of the House of Assembly	



Linking Session Three

DIVERSITY, INCLUSION AND BELONGING

Launceston: 16-17 May 2025

An introduction to community	Prof. David Adams , Former Social Inclusion Commissioner and Former Pro Vice Chancellor - Community Partnerships and Regional Development, University of Tasmania	Presenter
Truth-telling, leadership, and hope	Dr. Aunty Patsy Cameron AO , Tasmanian Aboriginal Elder, author and educator	Presenter
	Martin Flanagan , Journalist and author	
Gaps and gains: Disadvantage and progress	Stephen Hill GTLP , Operations Manager Emergency Relief and Housing, City Mission	Presenter
Enablers and barriers to a good life	Kym Goodes , Managing Director, 3P Advisory	Presenter
Courage and advocacy in action	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Facilitator
	Amilie Courtney , LGBTQIA+ rights advocate	Panellists
	Aimen Jafri , Cultural inclusion advocate	
	Chris Lenga , Youth advocate	
Understanding Housing Solutions: Three community tours across Launceston	Jane Gaetani-Black , Chief Executive Officer, Karinya Women's Shelter	Site Hosts
	Patsy Hodges , Programs Team Leader, Karinya Women's Shelter	
	Tom Lowe , Team Leader, Orana House, City Mission	
	Kirsten Ritchie , Founder, Strike it Out	
Designing for Wiser Action	Julia Curtis GTLP , Community Development Consultant, The Social Alchemist	Presenter
Community Action Projects: Learning from experience	Andrew Johnson GTLP , NARLE Project	Presenters
	Tim Jordan GTLP , Cycling Without Age	
	Kat Kelly GTLP , Welcome Back(pack)	
	Naomi Walsh GTLP , 26 Ten 'Steps' Activity	
Leadership Story	Rodney Croome AM , LGBTQIA+ equality advocate	Presenter



Linking Session Four

WHAT DOES THE TASMANIAN SKILLS SECTOR LOOK LIKE; NOW AND INTO THE FUTURE?

Hobart: 24-26 July 2025



Exploring the skills landscape - national and Tasmanian context	Stuart Hollingsworth , Executive Director Economy and Jobs Strategy, Department of State Growth	Presenter
Exploring how the Tasmanian skills sector works now and in the future	Damian Peirce , Director of Workforce Development, DPCTas	Facilitator
	Kate Blizzard , People Lead, TasWater Capital Delivery Office	Panellists
	Matt Dance , Senior Manager Industry Engagement, TasTAFE	
	Ray Mostogl , Chief Executive Officer, Tasmanian Minerals, Manufacturing and Energy Council	
Skills disruptors in practice	Ginna Webster GTLP , Secretary, Department for Education, Children and Young People	
	Lisa Lods GTLP , Business Manager, Material Institute	Presenters
	Reuben Parker-Greer GTLP , Operations Manager, 24 Carrot Gardens	
Demographic shifts and risks: What's next?	Rachel Hill , Project Director and Lead Recruiter, Hill Consulting	Presenter
Workshop: Generative AI and design thinking	Simon Tyrrell , Chief Strategy Officer, Humaie	Facilitator
Bringing others on the TLP journey	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Presenter

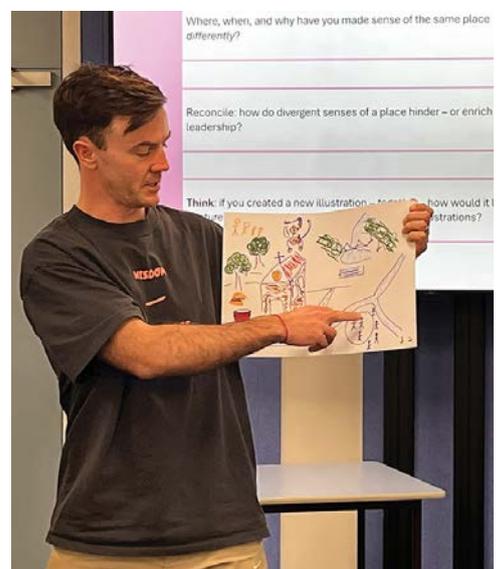
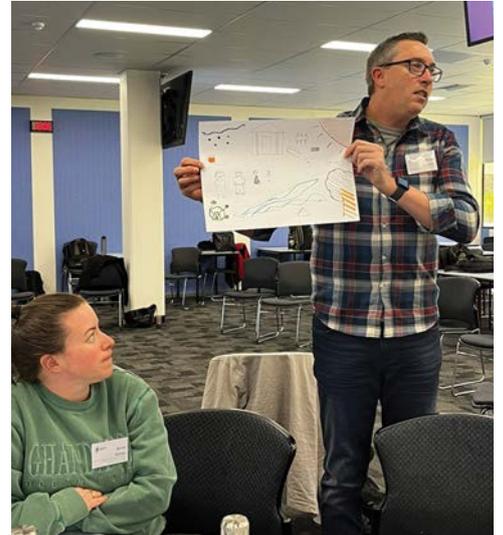


Linking Session Five

MAJOR PROJECTS – EXPLORING THE RELATIONSHIP BETWEEN COMPLEXITY AND CONTROVERSY

Launceston: 22-23 August 2025

Exploring why some projects are complex and / or controversial	Nicola Hunnibell , Founder and Director, rumbleCo.	Presenter
Controversy – what does it mean?	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Presenter
In the shoes of a project proponent	Keith Ryan , Project Director (Next Iconic Walk), Tasmania Parks and Wildlife Service	Presenter
In the shoes of a project opponent	Dr. Bob Brown , Founder Bob Brown Foundation and Former Senator for Tasmania	Presenter
Controversy and complexity of major projects	Jenn Heggarty GTLP , Tasmanian State Manager, OzHarvest	Facilitator
	Alina Bain , Chief Executive Officer, Launceston Chamber of Commerce	Panellists
	Peter Gutwein , Chair Multicultural Council of Tasmania and Former Premier of Tasmania	
Anna Povey , Land for Wildlife Coordinator (North), Tasmanian Land Conservancy		
Workshop: A problem to solve or a polarity to manage	Angela Driver GTLP , Chief Executive Officer, Tasmanian Leaders	Facilitator
Workshop: Making sense of place	Dr. Toby Newstead , Senior Lecturer in Management (Leadership), Tasmanian School of Business and Economics, University of Tasmania	Facilitator



Linking Session Six

AI AND THE WORKFORCE

Hobart: 19-20 September 2025



What is artificial intelligence?	Simon Tyrrell , Chief Strategy Officer, Humaie	Presenter
Responsible use of AI in the workplace	Francine Hoo , Director, Data Team, KPMG	Presenter
AI and the workforce	Heath Roberts , Senior Executive, Consultancy and Advisory Practice, Intuit Technologies	Facilitator
	Georgi Brown , Managing Director and Senior IT Recruitment Consultant, Red Apple IT	Panellists
	Dr. Paris Buttfeld-Addison GTLP , Founder, Secret Lab	
	Kathleen Mackay , Chief Information Officer, University of Tasmania	
Dr. Justin Thurley , Chief Information Officer, Department of Premier and Cabinet		
Current usage of AI in Tasmania	Andrew Bennett , Project Manager, Degree C	Presenter
Learn by doing	Joel Allison , Finance Manager, Forico	Presenter
A leader's guide to presenting and public speaking	Leigh Arnold GTLP , Owner and Operator, Leigh Arnold Communications	Presenter
Cyber security explained	Mark Baker , Manager, Cyber Security, Hydro Tasmania	Presenter
Networking Event: City of Hobart	Zelinda Sherlock , Deputy Lord Mayor, City of Hobart	Presenter



Linking Session Seven

LEADING THROUGH LIFE'S STAGES

Launceston: 17-18 October 2025

Welcome to Country	Dave mangenner Gough , Artist, curator and cultural practitioner	Presenter
The childhood and education years	Donna Seen , Centre Leader, Ravenswood Child and Family Learning Centre	Presenter
The working years	Francine Douce , Chief Nurse and Midwife, Department of Health	Facilitator
	Scott Bellinger , Founder, Experience Strength	Panellists
	Timica Hawkins , Rehabilitation Consultant, Rehab Management	
	Bianca Welsh , Co-owner, People and Operations Manager, Stillwater and Founder and Educator, From Experience	
Lunch: City Mission, Snag Chat Trailer	Nick McKinnon , Community Outreach Worker (North), City Mission	Presenter
The post-working years	Carl Cooper , Pharmacist and Farmer, Board Member, Council of the Ageing (COTA) Tasmania	Presenters
	Imalka Kariyawasam , Mental Health Clinician, Richmond Futures	
	Audrey van Wyk , Clinical and Community Programs Manager, Richmond Fellowship Tasmania	
Seven-minute challenge reflection	Laura-Jude Johnson OAM , Founder and Producer, THEIRS and Youth Mental Health Project Officer, Mental Health Council of Tasmania	Presenter
World Café: Lived experience	Sharon Corvinus-Jones (d.) , Chief Executive Officer, Kentish Regional Clinic	Presenters
	Simone Haigh ASM GTLP , Clinical Support Officer, Ambulance Tasmania	
	Laura-Jude Johnson OAM , Founder and Producer, THEIRS and Youth Mental Health Project Officer, Mental Health Council of Tasmania	
	Rhianna White , Office Administrator, Australian Maritime College, University of Tasmania	
Networking Event: Australian Maritime College	Dean Cook , Chief Executive Officer, AMC Search, University of Tasmania	Site Hosts
	Michael Douglas , Survival Instructor, Australian Maritime College, University of Tasmania	
	Nick Johnson , Course Coordinator, Australian Maritime College, University of Tasmania	
	James Riley , Manager Maritime Simulation (commercial) Australian Maritime College, University of Tasmania	
	Gregory Truloff , General Manager, Australian Maritime College, University of Tasmania	
	Mal Wise , Principal, Australian Maritime College, University of Tasmania	
Site Visit: Harvest Launceston Community Farmers Market	Andrew Pitt GTLP , President, Harvest Launceston Community Farmers Market	Site Host
Story of the City of Gastronomy	Katy Cooper , Founder and Co-CEO, DisCo Disruptive Consulting	Facilitator
	Chris Griffin GTLP , Chief Executive Officer, Northern Tasmania Development Corporation	Panellists
	Andrew Pitt GTLP , President, Harvest Launceston Community Farmers Market	
	Kim Seagram AM , Chair and Co-Founder, FermentTasmania	
Site Visit: Ferment HQ	Kim Seagram AM , Chair and Co-Founder, FermentTasmania	Site Host

TLP19 COMMENCEMENT SPEECH

Emma Dickson

I feel deeply honoured and genuinely humbled to stand here today on behalf of this cohort.

When I was nominated to speak, I'll be honest, I felt conflicted. Not because I didn't want to do it, but because I'm surrounded by people I admire deeply. People I've watched stretch, soften, challenge themselves, and grow in ways that have been quiet, brave, and profound. So, I want to say this plainly, I'm grateful to be standing here with you. This not my experience, it is ours and I am honoured to be sharing it with you today.

You may have noticed that this is not being called a valedictory speech, but a commencement speech, a framing Ange offered when I was asked to speak on behalf of the cohort. And that distinction matters. Because today isn't an ending. It's a beginning.

And like all beginnings, ours was a little awkward.

Twenty-four Tasmanian leaders came together for the first time earlier last year. Strangers, polite, observant, quietly sizing one another up. At our Closing Residential, one of the learning sets captured that moment perfectly with a David Attenborough-style narration — and I won't attempt the voice here, sorry Brady, my impression won't do it justice — with Brady narrating others acted out our early interactions as if we were exotic wildlife well outside our natural habitat. Circling. Pausing. Making careful eye contact. Looking for signals of safety and belonging.

It was hilarious. And painfully accurate. And it reminded us just how far we've travelled together.

Because over these ten months, we haven't just learned — we've lived alongside one another.

If you're sitting here today thinking about how much 2025 has asked of you — you're not imagining it.

There has been laughter, the kind that breaks tension and builds trust. There has been joy and there have been tears. Tears of laughter, tears of pride, and tears that come when something lands deeply and you can't quite look away. Life didn't pause while we were in this program, it unfolded alongside it. Two new babies joined our extended TLP world. Several people stepped into new chapters, with Phil, Paul, Bec, and Hilary all moving into new opportunities along the way.

What's mattered most isn't just what happened, but how we held one another through it with care, honesty, humour, and the shared understanding that leadership is never practiced in isolation.

And like any group that spends enough time together, we began to really notice one another's strengths. In our case, that often looked like Nnamdi quietly, and sometimes not so quietly, reminding us of what strong, grounded communication looks like. From a slightly competitive mid-year moment, to presentations and reflections across the year, and again at the Closing Residential, he consistently stepped forward with clarity and presence. We noticed. And we appreciated it.

It was from that place — of trust and connection — that this program was able to do its real work.

Because this isn't a training course. It isn't leadership development in the traditional sense. It's an experience that asks something of you as a whole human being. It reveals things about yourself, about others, and about Tasmania that you simply can't see from a distance.

One of the most confronting insights it offered me was an awareness of the uneven playing field we all lead on.

Not everyone enters leadership from the same starting line. Some arrive with inherited confidence, networks, and permission to take up space.

Others carry responsibilities, constraints, or histories that shape how and whether leadership feels available to them at all.

Before this program, I don't think I truly saw the field I was standing on. And I was even more blind to the fields my peers, my community, and many Tasmanians are navigating every day.

For me personally, questions of belonging and worthiness have been lifelong companions. For a long time, I assumed that the need to prove myself, to earn my place, to keep adapting was simply a story I carried.

What I didn't realise until this program was how much of what I'd taken on as personal doubt was actually shaped by the field I was standing on.

That realisation didn't arrive neatly, it came in sideways, messy, and it has stayed with me.

I've spent much of my working life adjusting, learning how to take up less space in some rooms, more in others; how to translate myself depending on who was listening; how to read the environment for cues about what was acceptable and what might cost me if I got it wrong. There have been moments where I've walked out of a meeting knowing I'd contributed and then replayed the entire conversation in my head afterwards, questioning not what I said, but whether I truly belonged in the room at all.

Until now, I hadn't really questioned that pattern. I just assumed it was me.

Naming that, even quietly, created a shift in me.

That shift didn't remove responsibility. It replaced self-blame with clarity. And it helped me see that leadership isn't about endlessly reshaping yourself to fit the system, but about understanding the system well enough to choose when not to.

And I know from conversations across this cohort that I'm not alone in that experience, even if the details differ.

And once that becomes visible, leadership stops being neutral. Every decision either reinforces the field as it is, or reshapes it.

As that awareness widened, so did my understanding that this uneven playing field doesn't exist only at an individual level. It is embedded in the broader Tasmanian system itself, shaped by history, geography, and long-standing structures that mean opportunity, access, and voice are not evenly distributed.

Before acknowledging the people who designed and held this program, it feels important to recognise those who made it possible for us to be here at all.

To the families, partners, friends, and loved ones of everyone in this room, thank you. Thank you for the time given up, the schedules rearranged, the emotional labour carried, and the quiet acts of support that sit behind each person's participation in this program.

And to the employers who invested in the people in this room, through time, trust, financial support, and genuine commitment to development, thank you. That investment matters. In my own very fortunate case, I've benefited from all four, and I know I'm not alone. What you've enabled here will ripple far beyond this room.

Finally, to the Tasmanian Government, thank you for recognising that strong leadership strengthens communities, institutions and this state. This investment helps create space for leadership to be practiced in relationship with identity, place and community here in Tasmania.

It's also important to acknowledge the people who designed and held this experience.

Ange, thank you for genuinely seeing us. For knowing when to support, and when to challenge. For bringing such deep knowledge, care, and passion for Tasmania into this program, and for holding the space with consistency from beginning to end.

Katy, you brought an extraordinary ability to see the whole system and the creativity to invite us into it. When you stepped into facilitation in Ange's absence and paused, visibly moved by pride in this cohort, you reminded us that leadership is as much about presence as it is about capability.

Steve, your advocacy reminded us that leadership requires more than intellect. When you shared the pain the environment is carrying through climate change, it was visceral and it asked us to feel, not just think.

And Polly, you brought depth and lightness in equal measure.



Your expertise was generous. Your presence was bold. And your reminder that seriousness of purpose doesn't require seriousness of tone landed deeply.

It was Polly who offered us one final gift of language at the Closing Residential, introducing what became known as the 'manopy'. A term affectionately reserved for the very tall members of our cohort. And while I'm reasonably tall myself, I am absolutely no match for the 'manopy'. If you ever needed to find the group or regain your bearings, you simply looked up.

It was funny. It was affectionate and it captured the culture we'd built. One where humour, humanity, and insight could sit comfortably alongside serious work.

At that same Closing Residential, Joel offered a reflection that helped many of us make sense of the journey. He noticed a pattern, the balcony. A metaphor introduced early, but one that had become real.

Leadership, for us, often happened on actual balconies — places of perspective, connection, and shared sense-making. Places where we could step back, see the system more clearly, and think differently about how to move forward. During the Opening Residential, it was on the balcony of the restaurant that many of us began to form the bonds that would grow throughout the program.

By the time we reached the final Residential we were spending even more time on balconies, where many drinks were shared and what became known as 'unprofessional development' took place.

Don't let this title fool you however as it was during these moments where rich honest and deeply meaningful conversations and reflections took place, conversations that only happen when people feel psychologically safe to do so.

It was also on the balcony that perhaps the most infamous and humorous moment of our TLP journey occurred. On the final morning of the first linking session in Burnie, Tania and Jess stepped onto their hotel balcony for some fresh air only to be locked out of their room, thus literally being trapped on the balcony. This was a constant reference point for balcony metaphors throughout the program.

The Tasmanian Leaders Program didn't give us answers about how to fix the systems we lead within. It gave us awareness and with awareness comes responsibility.

So, as we commence this next chapter, my hope is that we carry a few things with us.

That we stay curious, especially when certainty feels easier.

That we remain humble, particularly when our voices carry weight.

That we notice the playing fields others are navigating and use our leadership to widen access, not narrow it.

And that we lead with deep care for this place and its people.

Because leadership learning doesn't conclude today.

It continues, shaped by what we now see and what we now choose to do.

Thank you.

Graduates



Joel Allison

Finance Manager
Forico

Joel is a dedicated Finance Manager who leads a high-performing team at Forico that delivers key insights and drives value. He is passionate about developing people, building strong systems and creating sustainable outcomes for the workplace and the community.

I found TLP to be a truly profound experience that reshaped my view of leadership as being a system rather than a role. Throughout the program I was inspired by the candour and bravery of presenters, and by seeing the contribution which lutruwita/Tasmania makes to the world. A turning point was realising how I can better use the influence I already hold to shape the systems and structures around me for the betterment of all.

Following TLP I want to be involved in the reshaping of systems and structures in both my workplace and in the community with view to creating positive outcomes which will stand up to the rigours of an increasingly complex world. I feel more able to contribute to positive change following the incredible experience of TLP and also the observations shared by Dr. Polly McGee who helped me to understand the benefit of attaining full system congruence. ■

Mark works to protect Australia's critical infrastructure through a team-first culture and a focus on resilience. He is driven by a commitment to continuous improvement, consistently identifying opportunities to enhance the outcomes he is entrusted to deliver.

The defining highlight of my year has been the professional connections across industry and the enduring personal bonds formed with the cohort. Travelling throughout the state engaging with diverse communities and industries fulfilled my goal to understand Tasmania deeply. This exposure challenged me to stretch my leadership thinking, leaving me with a profound appreciation for how amazing Tasmanians are, and the significant impact they make on a global scale.

I aspire to actively influence and contribute to a secure digital future for Tasmanians. Recognising that cyber security is a team sport, I aim to achieve this by mobilising a diverse network of passionate advocates to collaboratively solve complex cross-sector challenges. I look forward to playing my role, confident that it contributes to the enduring collective impact this cohort will have on Tasmania's future. ■



Mark Baker

Manager Cyber Security
Hydro Tasmania

Andy is a skilled project leader recognised for strong technical and analytical capabilities shaped by diverse experience. People-centric at his core, he is driven to help others grow as humans and leaders while improving strategic alignment across teams and organisations.

I have found the TLP experience to be deeply impactful for my leadership journey and it has provided a unique environment where I have had the privilege to learn from and work alongside exceptional people. The program has deepened my understanding of who I am first as a human, and in turn as a leader by challenging me, broadening my perspectives through exposure to diverse people, places and industries, and offering a safe and supportive space to grow.

Moving forward, I will use the learnings from TLP to better understand where I can create the greatest impact within my organisation by aligning my values, strengths and leadership approach with its broader goals. I'm committed to strengthening the relationships I have formed, supporting the growth of the people I work with, and fostering a culture where individuals feel empowered to develop as both humans and leaders. ■



Andrew Bennett

**Project Manager / Estimator -
Electrical**
Degree C



Pieter Boon

**Project Manager -
Refrigeration
Degree C**

Pieter is a project design manager in refrigeration and cooling systems. At work, he strives for sustainable and environmentally friendly solutions for future generations. Outside work, he is dedicated to his family and enjoys bush walking and nature.

The Tasmanian Leaders experience for me was immersive, eye-opening and full of self-reflection. The way Angela Driver and the facilitation team delivered the program has given me different insights in my own working, and a renewed appreciation and understanding of others. I have also learned from my peers in this year's cohort and have developed some wonderful friendships while doing so.

With my new learning on board, I have developed purpose and goals. I am looking forward to cascading good leadership throughout my work, within my family and throughout the community. My work allows me to advocate for good practice when it comes to the environment, preserving the integrity of our beautiful state, for future generations to come. ■

Hilary is a passionate leader driven by a purpose of ensuring that the built environment meets the needs of all. She has combined her background in building surveying with studies in sociology to ensure that wherever possible, people are able to thrive in their environments.

I will be forever grateful for the opportunity to participate in TLP. I expected a leadership program focused on becoming the perfect leader as if it were formulaic! What I got was a personal growth journey beyond my dreams. The insights into complex and uniquely Tasmanian issues have been a valuable learning experience; one to be cherished with a continuously curious growth mindset.

This program has opened opportunities for growth and raised awareness in me of the importance of community and connection in my professional and personal leadership journey. Applying the learnings from the program will be a focus in my future as well as maintaining the positive connections I have made with a new network of people, many of whom I would have never had the opportunity to collaborate with and develop enduring friendships. ■

On entry into the program: Capital Project Manager, Department of Education, Children and Young People



Hilary Cooper

**Manager Capital Works
Department of Education,
Children and Young People**



Louise Cooper

**Director
Drilling Dynamics**

Louise is the co-founder and Director of Drilling Dynamics, a Tasmanian geotechnical and environmental drilling company. Louise leads with her values of accountability, transparency, and fairness, while striving for innovative and strategic solutions. With a background in civil engineering and project management, Louise specialises in project governance, contract management, and managing multi-disciplinary teams.

The TLP experience has provided me with invaluable exposure, and an understanding of the complex, interwoven systems of Tasmania. The knowledge I have gained from this has made me a more empathetic, curious, and authentic leader, ready to tackle future challenges. At the start of the year, I could not have imagined the incredible friendships that would develop and the unconditional support from the other participants to be brave and grow as a leader.

Halfway through TLP, I had the confidence to step into a new adventure and start studying to become a lawyer. I am excited to keep learning, remain curious, and use my new skills and perspective to develop my business and offer value with volunteering roles within Tasmania. ■

Graduates



Melissa Cripps

**Nursing Director
Tasmanian Health Service,
Department of Health**

Melissa is a senior nursing leader working as the Nursing Director for Critical Care Services at the Launceston General Hospital. She is known for her calm, practical leadership and her genuine commitment to supporting people and building strong, collaborative teams.

I found the TLP experience eye-opening, challenging and genuinely rewarding. It encouraged me to think differently and sit with uncertainty on many occasions. Exploring different parts of Tasmania uncovered so many things I hadn't fully appreciated or understood and deepened my respect for the people and communities that shape our state. But the true highlight was the TLP19 cohort, who broadened my perspective and played a huge part in my growth.

After TLP, I want to show up as a more intentional, values-driven leader who sets a positive example, whatever path I take next. I plan to stay connected, keep my eyes open and remain aware of the many ways I can contribute. The program reminded me of Tasmania's enormous potential and the importance of steady leadership in uncertain times. I hope to play a small but meaningful part in building a stronger, more connected Tasmania. ■

Emma is a Tasmanian-based organisational change leader with a background spanning culture, leadership and enterprise change. She brings a collaborative, design-led approach to building clarity, alignment and sustainable outcomes.

Being selected for the Tasmanian Leaders Program was a privilege and an opportunity to engage deeply with Tasmania as a social system. Learning alongside a generous cohort challenged me to listen more carefully, discern when to step in or create space, and shaped a growing sense of purpose around community contribution. I am grateful for an experience that continues to quietly influence how I think about leadership and what comes next.

After TLP, I will lead with greater intentionality and courage, staying connected to the broader social system I am part of. I will continue to listen deeply, act where I can contribute meaningfully and step back when the system needs space. My leadership journey now feels broader than the organisation I contribute to and more about responsibility. ■



Emma Dickson

**Organisational Change Lead
Hydro Tasmania**



Nnamdi Esemé

**Doctoral Researcher
Menzies Institute for Medical
Research**

Recipient of Tasmanian Leaders Change Maker Scholarship

Nnamdi is a health researcher advancing equity through evidence-based policies and prevention initiatives. With over a decade of experience across Africa and Europe, he helps build programs that empower Tasmanians and strengthen a resilient and healthier Tasmanian community.

The TLP experience has been immersive and enriching for my learning and leadership journey. I value the wisdom shared by speakers throughout the Linking Sessions and the collaborative spirit displayed within the cohort. A defining highlight has been the safe, thoughtful space created to question norms and biases, challenge narratives and deepen understanding of one another.

Moving forward, I feel equipped with key leadership skills to support my organisation during projects and to replicate knowledge within my team. Approaching tasks differently by leading through change and co-creation of innovative solutions is something I intend to apply within my organisation. Hopefully, this will help to galvanise the voices of other emerging leaders within the organisation and spark interest in addressing issues facing Tasmania. ■



Brady Jones

**Senior Manager
Bendigo Community Bank
Huon Valley**

Brady is a senior leader with a background in banking and professional sport. Brady is passionate about family, community and connection!

The highlight of my TLP journey was learning things about myself which I thought I already had a good grasp on — such as self-awareness, humility and vulnerability. TLP allowed me to understand I wasn't embodying these qualities in the way I wanted to. The program supported me to get a deeper understanding of myself. And because of this, I have a renewed purpose to lead with curiosity and have no doubt I am now a better leader, husband, father and friend.

After TLP, I would like to be part of creating sustainable and vibrant communities. Starting with my home patch in the Huon Valley, providing a sense of place and connection for people now and into the future! I'm not yet sure what this looks like, but I am passionate about exploring it and using the tools and contacts I have from TLP to help along the journey. ■

Naomi is an experienced people leader of high performing, vision-inspired teams. She is a business leader with deep specialisations in change management and change leadership practice. Naomi is author of three change management business books.

TLP was life-changing for me. On the horizontal learning plane, I expanded my knowledge about Tassie and had my eyes opened to the incredible world-class facilities we have, which made me proud. On the vertical development plane, I grew stronger as a leader and as a person during the year. The program challenged me to look inside, at my motivation, my outlook, my mindset and strengthened my philosophy of conscious leadership. I am very grateful.

A door of opportunity opened for me, 100% due to my participation in TLP. This has seen me apply to undertake a PhD with the University of Tasmania. The research will investigate social capital in Tasmanian organisations and the implications for how we lead and manage change and drive for productivity outcomes in the state by 2050. ■



Naomi Jones-Black

**Director Organisational Change
Department of Justice**



Evgeniya Khrenova

**Director
Laconic Partners**

Recipient of Tasmanian Leaders Small Business Scholarship

Evgeniya is the Director of Laconic Partners, Tasmanian business improvement consultancy. Evgeniya works with organisational clients on defining and solving complex problems and delivering high value outcomes in business improvement, strategy and portfolio management.

I have found the TLP experience to be unlike any other leadership development program I have previously experienced. It is perfectly structured, immersive and thought-provoking. I have learnt a lot about myself, my leadership style and things I did not even expect to learn about (like artificial intelligence). I keep thinking about all the invisible threads which were emerging during the year between the Linking Sessions, Residentials, Learning Set and beyond.

I feel better equipped to be a leader post TLP. I have more tools, and I know what I need to work on to become a better version of myself which will enable me to be a better leader. And I have a great network of twenty-three individuals and four facilitators, which I will tap into for advice. ■

Graduates



Peter Kilpatrick

**Director Audience & Experience
Tasmanian Symphony Orchestra**

Peter's professional background brings together a lifelong passion for orchestral music and extensive experience in the performing arts and brand marketing. He has held leadership roles with some of Australia's flagship performing arts companies as well as Tourism Tasmania.

The Tasmanian Leaders Program has been a rich, challenging and inspiring journey of leadership growth. It has given me space to step back from daily work, explore new ideas and understand Tasmania's systems and opportunities more deeply. Most importantly, learning alongside a thoughtful, generous and kind cohort has built a lasting support network and renewed my commitment to lead with courage, curiosity and humility.

Participating in TLP has been a profound privilege that has strengthened my confidence, self-awareness and sense of purpose. I better understand who I am, the skills I bring and my responsibility to use them in service of others. The program has sharpened my awareness of Tasmania's challenges and opportunities, and inspired me to pursue people-centred, enduring solutions with courage, curiosity and optimism for the future. ■

Bec is a manager in the Department of Education, Children and Young People (DECYP) Legal Services team with experience in law, government and delivery of client-focused solutions. She is committed to making a positive impact for children and young people and providing proactive legal guidance and support for staff.

The Tasmanian Leaders Program has been a personal journey of meaning and growth. It challenged me to embrace vulnerability and sit with discomfort, deeply reflect on my own leadership style, explore new perspectives and connections with peers. I leave the program with greater confidence, adaptability and a renewed sense of purpose. I am a better manager and team member because of participating in the program.

The TLP program has provided me with a renewed sense of purpose and value in myself as a person, and as a leader. I want to prioritise establishing healthier work-life boundaries. I will continue to approach leadership with curiosity and make a positive impact to my team and DECYP. ■



Rebecca Ladd

**Manager Legal Services
Department of Education,
Children and Young People**

Recipient of Tasmanian Leaders Non-for-Profit Scholarship

Tania is the General Manager of the Northern Employment and Business Hub, driving workforce development across Northern Tasmania. She is passionate about equality, diversity, and building pathways in employment and education that empower youth and strengthen communities.

My TLP experience was enriched by the diversity of the group, offering perspectives that broadened my own. The highlight was being privileged to share in the many stories of Tasmanians, and the turning point came in realising how hard we can be on ourselves at times, reminding me of the importance of compassion and self-belief.

After TLP I will continue empowering people to be the best version of themselves and fostering inclusive opportunities. I want to see more Tasmanians stay here without needing to leave to chase employment and education, creating pathways that strengthen communities. This will shape my leadership journey as I build sustainable models that drive regional growth and equity. ■



Tania May

**General Manager
Northern Employment and
Business Hub**



Philip McCulloch

Assistant Director Closing the Gap Implementation Coalition of Peaks

Recipient of the TasNetworks Tasmanian Aboriginal Scholarship

Philip combines leadership with a love for coaching. From Closing the Gap to Relay for Life and AFL Tasmania’s High Performance umpire program, he empowers individuals to achieve their best and thrive in every aspect of life.

TLP has transformed how I see leadership and community. Forming strong bonds with 23 strangers was incredible and showed the power of connection. I feel deeply connected to Tasmania, its opportunities and challenges, and I am inspired to contribute meaningfully. This experience broadened my thinking, strengthened my leadership, and reinforced my commitment to lead with purpose and help others thrive.

Completing TLP reinforced my commitment to lead with purpose and build meaningful connections. I will apply the insights, skills, and self-awareness gained to drive positive change. By acting intentionally, I aim to create inclusive, collaborative environments where people thrive, and ideas grow. TLP reminded me of the power of stepping back for perspective, and I’ll continue to seek those balcony moments to lead with clarity and impact. ■

On entry into the program: First Nations Culture & Programs Lead, Hearing Australia

Louise is a people centred technology and transformation leader who brings teams together to solve complex problems and deliver practical outcomes. With a strong blend of strategic thinking, governance and commercial acumen, she helps organisations navigate change, build digital capability and foster high performing, inclusive cultures. Louise is passionate about mentoring emerging leaders, connecting sectors to share ideas, and using data informed, human-centred approaches to create value.

The Tasmanian Leaders Program strengthened my practice of inclusive, systems aware leadership. I valued the diversity of perspectives in my cohort and the space to explore the complex challenges facing Tasmania. Visiting industries across the state was a highlight, many I have known my whole life but had never experienced up close. Gaining behind-the-scenes insight into how they operate, and meeting the people who power them, was genuinely eye-opening. I’m deeply grateful for the support that enabled my participation and for the thoughtful facilitation and peer learning that made the experience transformative.

TLP has reinforced my commitment to turning insight into action, fostering collaboration and creating opportunities for others to lead. I am focused on sharing practical digital solutions, strengthening governance and ethical decision-making, and supporting emerging leaders through mentoring and advocacy. My vision is to help shape a digitally confident, collaborative and resilient Tasmania, where technology delivers real and lasting benefits for all Tasmanians. ■



Louise Mills

Chief Information Officer City of Hobart



Jose Matteo

Business Manager APM

Jose is a Business Manager with APM, leading a dedicated team focusing on inclusive employment and creating opportunities for those facing disadvantages. He is recognised for his integrity and leadership, driving collaboration and shared success across the organisation.

The TLP experience was truly transformative for me. Meeting other leaders who shared similar fears, ambitions, and challenges created a sense of connection and growth. Highlights included exploring Tasmanian politics, understanding the future of artificial intelligence, and engaging with businesses facing real issues. A turning point was having my perceptions challenged and gaining fresh perspectives from experts, which reshaped my approach to leadership.

As a result of TLP, I will confidently pursue higher leadership roles while creating opportunities for disadvantaged people. I will adapt my leadership style based on new insights, fostering inclusion and innovation. This will strengthen my organisation’s impact and culture. My journey continues through mentoring, collaboration, and driving change that empowers communities and reduces inequality. ■

Graduates



Carmen Ransley

Relationship Manager
HESTA

Carmen is a curious, people-focused general manager who thrives in complex environments. Carmen enjoys building great teams, improving services and constantly learning along the way.

TLP hasn't been like any other program I have done before. Thrown into a group of twenty-three strangers and challenged to be vulnerable and stretch beyond my comfort zone, it has left a profound impact on my thoughts of leadership. The opportunity to immerse myself in sectors I have had no experience in and little knowledge of, via the guest speakers, tours during Linking Sessions and of course my fellow participants, has been the highlight of the program for me.

My plans for myself have been tested and challenged through the program and look significantly different from what they did in February 2025 prior to TLP! I am excited to continue to explore what leadership looks like for me into the future, but one thing I know for sure is that passion for change and community will be my driver. ■

Recipient of the Select Foundation Scholarship

Anne is a strategic leader specialising in property, asset planning and community sport. She is recognised for her ability to align stakeholders, streamline systems, and deliver practical solutions that strengthen organisational capability.

I have found the TLP experience to be one of the most energising and perspective-shifting journeys I have ever been part of. My highlight was the generosity of the cohort — the way people showed up honestly, shared boldly, and created a space where I could push myself in new ways. TLP surprised me in how much confidence it gave me, and how deeply it strengthened my belief that I can make a meaningful impact in Tasmania.

After TLP I will lead with more confidence, curiosity and conviction. I will bring sharper strategic thinking to my organisation and create environments where people feel supported to do their best work. I plan to keep saying 'yes' to challenges, backing my ideas and pursuing projects that strengthen Tasmania's communities. Changing the world starts with showing up differently — and I am ready. ■

On entry into the program: Manager, Operations, Department of State Growth



Anne Rathjen

**Strategic Property Projects
Manager**
Department of State Growth

Jess is the Training and Compliance Manager at the Australian Maritime College — the national institute for maritime training. Jess has worked in vocational education and training for twenty years and is passionate about providing education for all Tasmanians.

I thought I knew what to expect from TLP, however it continued to surprise me. It made me reflect in ways which I never have before and provided me with exposure to so many amazing Tasmanian leaders and local businesses. I feel extremely privileged to be part of this program and have found the experience to be life-changing. I am a better mum, wife, friend, manager and employee because of TLP.

TLP has ignited my energy to share professional development opportunities with my team; I have reflected and wish I had this opportunity earlier in my career and am proud now to share my experience and knowledge to grow future leaders of Tasmania. After TLP, I will continue to lead with confidence and contribute to the future of Tasmania's education and training. ■



Jess Rice

**Training and Compliance
Manager**
Australian Maritime College



Tim Shepherd

**Head of SmartFarm
– Planning and
Implementation
Tassal**

Tim’s early passion for the outdoors steered him into a career in aquaculture and marine biology, where he focuses on applying technology to deliver innovative projects in demanding environments. He takes great satisfaction in building capability and strengthening operational performance.

I found the TLP experience to be positive overall, reinforcing how great Tasmania and its people are, emphasised during site visits and whilst listening to key presenters and other members of our cohort. The program heightened my level of self-awareness which has made me a better and more attentive leader. My increased flexibility of accepting different viewpoints was unexpected.

I would like to reinforce the learnings from TLP and ensure they become a habit. This continuing focus on the capability development of upcoming leaders will be a benefit not just within the organisation but Tasmania-wide! I want to change the world by showing upcoming leaders that anything is possible, no matter where you are. ■

On entry into the program: Senior Manager – Smart Farming & Feed, Tassal

Nick is a managing director who blends advanced manufacturing expertise with innovation, people-centred leadership and continuous improvement. He is known for driving meaningful change through modern technology, clear strategic direction and an open leadership style.

I found TLP to be one of the most transformative programs I have ever undertaken. It was challenging, confronting and empowering. The highlight was gaining real clarity about who I am as a leader and seeing how small shifts in behaviour can influence an entire organisation. I was also surprised by the genuine connections formed and how much the program stretched my thinking and took me out of my comfort zone.

After TLP, I will lead with stronger communication, alignment and a focus on creating conditions for people to thrive. This will strengthen culture, sharpen execution and support sustainable growth. I will keep developing through reflection and challenging myself with new opportunities, leading in a way that encourages innovation, experimentation and meaningful impact across our industry and the community. ■



Nick Watson

**General Manager
CPT Engineering**

Paul has a background in emergency humanitarian leadership with Médecins Sans Frontières. He now leads emergency management policy and strategy for the Tasmanian Department of Health and guides preparedness, response, and recovery activities for major emergencies and disasters.

The Tasmanian Leaders Program has strengthened my connection to myself, my community, and Tasmania and has reaffirmed how deeply my values shape my work. A key highlight of the program has been expanding my understanding of systems and futures thinking.

I look forward to applying my new-found knowledge and skills to lead meaningful, impactful change in my organisation and my community. I feel well-equipped to lead and adapt in volatile, uncertain, complex and ambiguous environments. ■

On entry into the program: Statewide Program Manager, Emergency Preparedness and Response Unit, Department of Health



Paul Yarnall

**Director, Emergency
Preparedness and Response
Department of Health**

Community Action Projects



QUIZ NIGHT FOR TASSIE MUMS

Learning Set members:

*Mark Baker, Louise Cooper, Mel Cripps,
Brady Jones, Jess Rice, Nick Watson*

This team, called 'The 6 Pack' in honour of the six members, set out to create a warm, welcoming Quiz Night that brought people together while raising practical support for Tassie Mums and the families they care for across Tasmania.

The impact is both immediate and lasting: funds raised translate into tangible items for local families, and the event itself strengthens community connection through generosity and shared purpose. Working closely with stakeholders, including Tassie Mums, local businesses, donors and volunteers, the team shaped the concept, secured sponsorship and raffle prizes, promoted the night, and will deliver an experience people want to be part of.

A key learning was that great community outcomes depend on strong systems: clear roles, reliable processes, thoughtful communications, and careful relationship management with sponsors, contributors and guests. The team strengthened their capability in practical project leadership, from planning and budgeting through to delivery and follow-up, while keeping the focus firmly on community benefit.

If you would like to be involved in the next event, should it be repeated, you can attend, invite friends, donate a prize, sponsor a table or a round, volunteer or connect us with a business that can contribute. Please contact Tasmanian Leaders if you can offer time, prizes, sponsorship or promotion.



PICKLE FOR A GIGGLE

Learning Set members:

*Pieter Boon, Hilary Cooper, Bec Ladd, Tania May,
Anne Rathjen, Tim Shepherd*

Delivered by Learning Set ICB6, this event brought people together from across Tasmania for a day grounded in movement, connection, and friendly competition, while raising awareness and funds for Clown Doctors Australia. Pickleball was intentionally chosen for its accessibility, creating a welcoming environment where people of all ages, abilities and experience levels could participate, reinforcing the project's inclusive and community-first focus.

The impact of the event extended beyond fundraising. Public participation helped amplify the vital work of the Clown Doctors, while funds raised directly supported their mission to bring joy, dignity and emotional relief to people and families navigating some of life's most challenging moments. Just as importantly, the day created a positive, collective experience — demonstrating how play, generosity and connection can strengthen wellbeing and community at the same time.

As the project evolved, the alignment between the initiative and the Clown Doctors' values became increasingly clear. The organisation has since expressed interest in exploring how the model developed through Learning Set ICB6 could be scaled beyond Tasmania, leveraging pickleball's rapid growth and strong community culture. This potential progression from a local leadership project to a national platform highlights the power of purpose-led collaboration and reflects a core Tasmanian Leaders belief: when the purpose is clear and the invitation is open, momentum — and impact — can grow well beyond the original idea.



ONE BITE AT A TIME

Learning Set members:

Emma Dickson, Evgeniya Khrenova, Peter Kilpatrick, Philip McCulloch, Carmen Ransley, Paul Yarnall

'Team Impact' chose to learn by doing. Rather than discussing food insecurity and food waste from a distance, team members volunteered with Tasmanian food security organisations, including Loaves and Fishes, Material Institute / 24 Carrot Gardens, OzHarvest and the TUSA Food Hub.

The immediate impact was practical: extra hands supporting the day-to-day operations that keep food moving to where it is needed. The deeper impact was insight. Volunteering helped the team understand how food systems operate, where constraints sit, and what demand looks like in real time, alongside the human stories behind the work. The project created a pathway for shared learning by capturing reflections, offering feedback to host organisations, and sharing insights with the Tasmanian Leaders community to encourage more informed conversation and longer-term engagement.

A key learning was that complex problems become clearer when you spend time inside the system: you see what helps, what hinders, and where small changes can make a meaningful difference. If you would like to be involved, consider volunteering, supporting a food drive, reducing waste in your workplace, or connecting an organisation you know with a local food security partner. Please contact Tasmanian Leaders if you would like introductions or want to join a future volunteering action.



100 LAPTOPS IN 100 DAYS

Learning Set members:

Joel Allison, Andrew Bennett, Nnamdi Esemé, Naomi Jones-Black, Jose Matteo, Louise Mills

Delivered by the Learning Set 'ImpactUs' this project aimed to reduce digital exclusion in Tasmania in a practical, measurable way by collecting, refurbishing and distributing 100 functional pre-owned laptops to digitally disadvantaged Tasmanians by June 2026 through a partnership with Hobart City Mission.

The impact is direct: Hobart City Mission deliver 1:1 digital literacy education sessions but find many clients do not have hardware at home to practice their newly developed skills. A reliable device can enable access to education, employment pathways and essential online services, strengthening inclusion and opportunity. There is also an environmental benefit, with devices diverted from e-waste and given a second life. This work depends on trust and strong stakeholder relationships. The team is building partnerships that make the process safe and sustainable: donors who can contribute devices, specially trained technical support to refurbish and securely wipe data, collection partners for state-wide drop-off points (APM Employment Services) and a distribution partner, Hobart City Mission, who can place laptops with people who will benefit most.

The learning has been a real-world lesson in systems leadership: impact requires clear standards, careful risk management, sound logistics, connection of provision with point-of-need and ongoing collaboration across sectors.

If you would like to be involved, you can donate laptops or help us get the word out. A technical specifications information sheet is available that also includes a list of drop off points around the State. Please contact Tasmanian Leaders for the information sheet.



I-LEAD

Women in Community Services

We kicked off the year with our inaugural **I-LEAD Women in Community Services** program, supported by funding from the Tasmanian Government and designed to respond directly to the unique challenges faced by women working or volunteering in Tasmania's community sector.

Through a blend of online and in-person sessions from May to July, the program focused on strengthening governance, advocacy, and systems leadership skills. Drawn from the heart of Tasmania's community sector organisations, participants explored challenges such as the 'glass cliff', navigating boundaries, and systemic barriers, while building strong peer networks and mentoring pathways to amplify their impact across the sector.

As part of the inaugural program, participants were honoured with a reception hosted by Her Excellency, the Honourable Barbara Baker AC, Governor of Tasmania, and Emeritus Professor Don Chalmers AO on Tuesday 2 July 2025 at Government House in Hobart. This was a fitting way to celebrate the successful completion of the program.

A standout feature of I-LEAD Women is its strong emphasis on governance, actively encouraging and equipping participants to pursue board roles. An impact already being realised, with one of the participants Jemma Gardam, recently appointed to the Tasmanian Women's Council: "Hearing Sally Darke speak gave me the push to look into positions on boards and take the leap! I had thought a lot about it, but she made it seem more possible and actionable."

On completion of the program graduates were invited to apply for a scholarship for the 2026 Tasmanian Leaders Program, offering an opportunity to continue their leadership development. We are proud to announce that the two scholarship recipients for TLP20 (because we couldn't choose just one), are Siobhan Mackay, Director of Programs, Women's Legal Service Tasmania, and Marie-Claire Couper, Executive Officer, Brain Injury Association of Tasmania.

We look forward to seeing the impact this powerful cohort of thirty leaders is set to make, equipped with the necessary skills and insights needed for increasingly challenging times.

PROGRAM PARTNER



I-LEAD Women in Community Services is supported by the Department of Premier and Cabinet

GRADUATES

Calinda Adams, Corporate Services Manager, The People Project Tasmania

Monique Artis, Team Leader Fundraising, City Mission

Sarah (Sharky) Betts, Southern Primary School Coordinator, Material Institute

Maddy Biggelaar, Deputy Executive Officer, Launceston Central

Liz Braid, Arts and Culture Coordinator, North West Support Services

Jess Burr, Manager, Avid Life Long Learning

Marie-Clare Couper, Executive Officer, Brain Injury Association of Tasmania

Sharni Cox, Volunteer Engagement Coordinator, St Vincent de Paul Society

Rebecca Crawford, Senior Vice President, Theatre North

Annie Duffy, Volunteer, Launceston General Hospital Women's Auxiliary

Jemma Gardam, Project Coordinator, Anglicare Tasmania

Hannah Gooley, Studio Art Coordinator, North West Support Services

Anita Harrison, Vice President, Dover and South Action Group

Caitlin Heyward, Family Day Care Manager, Thrive Group Tasmania

Katrina Higgins, Community Engagement Lead, The Salvation Army – Communities for Children SE Tasmania

Sally Hutchins, Business Manager, Clifford Craig Foundation

Sarah Johns, Program Facilitator, Home Base

Nikki Long, Head of Community Engagement, St Lukes

Siobhan Mackay, Director of Programs, Women's Legal Service Tasmania

Renee Pardoe, Business Manager, Devonfield Enterprises

Sharon Phelps, Finance and Payroll Coordinator and Corporate Volunteering Coordinator, Volunteering Tasmania

Rachel Powell, Team Leader, Devonfield Enterprises

Verity Quill, Financial Literacy Officer, Women's Legal Service Tasmania

Jemma Sims, Risk and Compliance Manager, Thrive Group Tasmania

Jennifer Stacy, Principal Speech Pathologist, Holistic Allied Health Australia

Bec Temple, Board Secretary, Wreane Mornington Neighbourhood Centre

Rebecca Townsend, Philanthropy Manager (Northern Projects), University of Tasmania

Shelly Trutwein, NDIS Planning and Engagement, St Vincent De Paul Society Tasmania

Kylie Tune, Active Volunteer Firefighter, Tasmanian Fire Service

Elizabeth Youd, Project Officer, Western Regional Strategic Partnership, Regional Development Australia (Tasmania)

SPEAKERS

Claire Austin, Lead Program Officer, Community Partners and Projects, Homes Tasmania

Julia Curtis GTLP, Community Development Consultant, The Social Alchemist

Sally Darke, Chairperson and Non-Executive Director

Kym Goodes, Managing Director, 3P Advisory

Petris Lapis, Director, Petris Lapis

Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting

Rikki Mawad GTLP, Founder and Director, Zebra Eleven Enterprises

Dr. Toby Newstead, Senior Lecturer in Management (Leadership), Tasmanian School of Business & Economics, University of Tasmania

Tram Tran, Phd Candidate, University of Tasmania

The Hon. Jo Palmer MLC, Minister for Education, Minister for Disability Services and Minister for Women and the Prevention of Family Violence, Tasmanian Government

Adrienne Picone, Chief Executive Officer, Tasmanian Council of Social Services (TasCOSS)

Prof. Michelle Ryan, Professor of Social and Organisational Psychology, Director of the Global Institute for Women's Leadership, The Australian National University

Liz Skelton, Director and Founder, The Adaptive Practice

Di Underwood, Chief Executive Officer, Home Base

PARTICIPANT TESTIMONIALS

"I have integrated aspects and tools from the information presented around communication, self-reflection and identifying values both personally and with my team. This has had a visibly positive impact on my team and has increased my confidence in my capabilities as a leader and mentor."

– *Calinda Adams*
Corporate Services Manager,
The People Project Tasmania

"I feel more grounded in my relationship with leadership. While I 'found' myself in an executive leadership role, I felt conflicted and unsure of my identity as a leader. The program was transformative for me, and I feel clearer and more intentional in how I lead my team. It has also helped me to be more intentional in how I support the young leaders in my organisation."

– *Marie-Clare Couper*
Executive Officer, Brain Injury
Association of Tasmania

"I have more understanding of how to manage my blind spots and weaknesses. I no longer see them as a barrier, rather something to work with by making sure I have input from people with different approaches and perspectives."

– *Rebecca Crawford*
Senior Vice President, Theatre
North



I-LEAD

Young Professionals

PROGRAM PARTNER



Federal
Hospitality

Our second **I-LEAD Young Professionals** program in 2025, supported by Federal Hospitality, brought together 22 early career leaders from industries including technology, construction, professional services and the hospitality sector.

Over two months from July to September, participants engaged in a mix of online and in-person learning, building leadership capability to strengthen their capacity to lead people, projects and teams. The program supported participants to better understand, and adapt to, the complexities facing today's leaders, with a focus on shifting from management to leadership, navigating and resolving conflict, innovating through change (including new technologies), maintaining resilience, and inspiring their teams with confidence.

An innovation of the 2025 program was the introduction of a tailored mentoring program, pairing participants with graduates from the Tasmanian Leaders Network. Already, success stories are emerging as graduates build relationships and skills to further accelerate their leadership journeys.

A highlight of the program was hearing two participants, Ash McCullough and Nethasha Fernando, speak at the closing dinner. A night made even more special as many met their mentors for the first time, the mentors witnessing the impact of the program first-hand.

Ash's reflections brought a tear to our eye. They spoke about arriving in Tasmania with "a career and visa driven purpose" and how, through the program, they came to see the extraordinary talent and generosity of people on this island and to feel supported, connected and inspired. As Ash put it, "From the start, it wasn't just about learning frameworks or tools. It was about people... Each session gave us the chance to slow down and really reflect. Not just on how we work, but on how we lead, how we communicate, and the kind of impact we want to leave behind."

With Tasmania facing ongoing skills shortages and increasing demands for innovation and adaptability, programs like I-LEAD Young Professionals help our state retain young professionals and give them the tools to thrive and contribute to Tasmania's future prosperity.

GRADUATES

Daniel Baker, Project Manager, Hazell Bros Group
Rachael Benjamin, Lead Program Officer, Homes Tasmania
Bruna Blesio Paulon, Conference and Events Coordinator, Country Club Tasmania
Jenna Bowling, Senior Workplace Relations Consultant, Department for Education, Children and Young People
Wade Casey, Material Operations Lead, TasNetworks
Sarah Davey, Community Advisor, Federal Hospitality
Skie Enright, Team Leader, Devonfield Enterprises
Nethasha Fernando, Finance Business Partner, TasNetworks
Sam Gaudins, Island Manager and Host, Picnic Island
Samantha Hammond, Project Manager, TasRail
Kim Hoang, Duty Manager, Macq01 Hotel
Sarah Hodgetts, Finance Coordinator, Devonfield Enterprises
Liam Kearns, Senior Strategist, AT+M Marketing
Aaron Kitchener, Connections Coach, Anglicare Tasmania
Jasmyn Knight, Duty Manager, Vantage Group
Ash McCullough, Youth and Community Engagement Coordinator, Workskills Tasmania
Padraig Pearce, Climate Change Advisor, Kingborough Council
Sagar Radadiya, Project Engineer, TasWater
Alpha Shrestha, Team Leader, Launtel
Sarah Tomkinson, Manager, Johnson Breward Brown
Aimee Woods, Operations and Restaurant Manager, Stillwater Restaurant
Kirrily Zoon, Customer Support Team Leader, Launtel

SPEAKERS

Leigh Arnold GTLP, Owner and Operator, Leigh Arnold Communications
Sam Ibbot GTLP, Director, Marine Solutions Tasmania
Dr. Amy Imms, Founder, The Burnout Project
Lauren Jauncey, General Manager Strategy, People and Culture, Tasmanian Football Club
Rikki Mawad GTLP, Founder and Director, Zebra Eleven Enterprises
Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting
Mitch McPherson, Founder, Speak UP, Stay ChatTY
Helen Rees, Director, Frameworks for Change
Simon Tyrrell, Chief Strategy Officer, Humaie
Naomi Walsh GTLP, Vice President Australia and New Zealand, Chartered Accountants Australia and New Zealand
Bianca Welsh, Co-owner, People and Operations Manager, Stillwater and Founder and Educator, From Experience

PARTICIPANT TESTIMONIALS

“Hands down the most worthwhile investment in myself I have ever made. Engaging learning, valuable real-world tools, and fantastic connections all forming the Permission to Lead. The insights into psychology, mind traps, and how my own brain works were very eye-opening and some of the most useful skills day-to-day.”

— *Sam Gaudins*
Island Manager and Host, Picnic Island

“In I-LEAD Young Professionals I connected with upcoming leaders in different industries from around Tasmania, exposing me to different ways of thinking, and leading. I took the practical resources provided during sessions back to my leadership team, helping others in the organisation to level-up as well.”

— *Ash McCullough*
Youth and Community Engagement Coordinator, Workskills Tasmania





I-LEAD

Tassie Wine

PROGRAM PARTNER



The 2025 **I-LEAD Tassie Wine** program was developed and delivered in partnership with Wine Tasmania, an exciting collaboration that was designed to specifically address current and future opportunities and challenges for the Tasmanian wine sector.

The program blended core leadership tools with an applied focus on brand and market strategy, sustainability and climate change, cross-supply chain collaboration, profitability, and mental health in seasonal workplaces.

The fourteen participants brought expertise in viticulture, winemaking, management, cellar door and marketing roles to enrich the program experience, connecting over seven in-person and online sessions in August and September.

What we loved most about this cohort was how real they were. All of them were deeply practical, down to earth, and quietly excellent at what they do. Across vineyards, wineries and cellar doors, they showed extraordinary passion for their craft and a genuine appreciation for the people side of the sector, not just their grapes and vintage outcomes. They came ready to share what's working, name what's hard, and back each other in a way that was generous and distinctly Tasmanian. In them we saw the kind of leadership that can lift whole industries, not just individual careers.

This program is an example of what is possible when we work side-by-side with industry: leadership development that's tailored and grounded in the day-to-day realities of the work. Partnering with Wine Tasmania allowed us to shape content around the challenges and opportunities the sector is navigating right now and turn it into practical tools participants can use immediately.

We are looking forward to delivering the program again in 2026, with Wine Tasmania's Paul Smart keen to continue the partnership. As Paul put it, "Partnering for the second time with Tasmanian Leaders on the I-LEAD Tassie Wine program has been a game changer for Tasmania's wine industry. With a sector-specific design, every session tackled real opportunities and real challenges head on. Graduates walked away more confident, better equipped, and ready to drive the industry forward. We look forward to partnering with Tasmanian Leaders again next year."

If you are an industry group or organisation looking to build leadership capability in a way that's sector-specific and genuinely useful, we would love to talk — reach out to Tasmanian Leaders and let's explore what we could design together.

GRADUATES

Will Adkins, Partner, Westella Vineyard
Felipe Bustamante, Vineyard Manager, Josef Chromy Wines
Justin Folloso, Vineyard Manager, Calendon Estate
Grainne Greenhill, Wine Sales, Marketing, HR, Owner Operator, Gala Estate
Kate Hill, Vigneron, Manager, Kate Hill Wines
Katie Kenney, Contracted Tech Assistant, Dalness Farming
Gilli Lipscombe, Owner and Vigneron, Sailor Seeks Horse
Peter Macauley, Winemaker, Handpicked Wines
Linda Morice, Owner and Winemaker / Winegrower, Sinapius Vineyard
Matthew Pooley, Brand Representative and Wholesale Manager, Pooley Wines
Yael Sandler, Winemaker, Josef Chromy Wines
Jake Sheedy, Director and Vigneron, Sisu Wines
Karen Stewart, Owner and Manager, Calendon Estate
Ian White, General Manager, Clover Hill Wines

SPEAKERS

Pip Anderson, Tasting Room Manager and Market Manager Tasmania, Tolpuddle Vineyard
Tess Astbury, Marketing Officer, Wine Tasmania
Fran Austin, Director and Winemaker, Delamere Vineyards Tasmania
Sheralee Davies, Chief Executive Officer, Wine Tasmania
Bec Duffy, Winemaker, Holm Oak Vineyards
Matt Dunbabin, Owner, Bangor Vineyard Shed
Nick Glaetzer, Vigneron, Glaetzer-Dixon Wines
Kym Goodes, Managing Director, 3P Advisory
Tim Mableson, Partner, KPMG
Rikki Mawad GTLP, Founder and Director, Zebra Eleven Enterprises
Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting
Mia McIntyre, Area Business Manager, Joval Wines
Dave Milne, National Sales Manager - Wholesale, Endeavour Group
Martin Rees, Owner and Director, Spikeybridge Vineyard
Dr. Tomas Remenyi GTLP, Founder and Director, Acclimatised

PARTICIPANT TESTIMONIALS

“Developing skills from the ground up, through mindset education, has enabled me to assess myself more effectively as a leader. The program was broad ranging and it’s wonderful to interact with peers of such diverse backgrounds – you learn just as much from your fellow participants. The program’s focus on mental resilience and understanding different personality types will only lead to more courageous and empathetic leaders within our Tasmanian wine industry.”

– *Peter Macauley*
Winemaker, Handpicked Wines

“Participating in the program was an invaluable opportunity for our young business to learn and grow, not only through the program materials and activities but also through the relationships formed with the other participants. You are asked to reflect, to analyse and dissect, to ponder and plan. It’s hard to carve out time in a busy schedule, but this program was worth it.”

– *Karen Stewart*
Owner and Manager, Calendon Estate





I-LEAD

Women in Industry

The 2025 **I-LEAD Women in Industry** program was an opportunity for rising and established women to accelerate their development and capacity to shape a more inclusive Tasmanian industrial sector, supported by funding from the Tasmanian Government.

Designed to address the under-representation of women's leadership in male-dominated industries, the cohort of 46 included Chief Executive Officers, engineers, project managers, supervisors, technicians, advisers and emerging leaders across energy, advanced manufacturing, agriculture, mining and more. The Tasmanian Government provided forty scholarship places for women in non-government business enterprises.

The program's proven design offered a powerful mix of seven sessions over two months, including two in-person gatherings in Launceston and Hobart, five interactive online sessions, and mentoring by Tasmanian Leaders alumni and other Tasmanian Leaders supporters, to enable ongoing support. Delivered by expert facilitators with our CEO Angela Driver GTLP and Dr. Polly McGee taking the reins, supported by prominent professionals, participants gained invaluable insights and practical strategies to lead with purpose, navigate complexity and create lasting change in their industries.

A highlight of the program was a celebratory luncheon to honour the graduates. Over an afternoon filled with connection, pride and momentum, over a hundred attendees heard from The Hon. Jane Howlett MP, Minister for Women and the Prevention of Family Violence and keynote speaker Catherine Lopy. Catherine gave a rousing speech calling women to claim their seat at the table and, if there isn't a seat available, to bring their own.

I-LEAD graduate Chey Sullivan also offered a word of thanks on behalf of the cohort. She captured her post-program ambition beautifully: "I'll be the one to plant the seed for a tree I'll never stand under," she said. "That's my legacy. I want the women who come after me to have it easier than I did."

During the luncheon we launched a fundraising campaign to support an I-LEAD Women in Industry graduate to undertake in the Tasmanian Leaders Program in 2027. We are delighted to share that \$2,330.00 was raised on the day, around a quarter of the way towards funding a full scholarship for the program.

What began as a purposeful investment in women in male-dominated sectors is already paying dividends. Participants are showing up differently in their workplaces, leading with greater confidence and intention, and bringing others with them on the journey toward greater gender equality.

The 2025 I-LEAD Women in Industry program was made possible with the support of the Tasmanian Government, peak industry organisations such as the National Association of Women in Operations (NAWO) and Tasmanian Manufacturing, Minerals and Energy Council (TMEC), and event partners Elphinstone Pty Ltd and Solstice Energy. We thank them for their support as well as the 46 mentors who gave their time to be involved.

PROGRAM PARTNERS



I-LEAD Women in Industry is supported by the Department of Premier and Cabinet

PROGRAM SUPPORTERS



GRADUATES

Sarah Alatimu*, Office Manager, Tas City Building

Jillian Aylett Brown*, Chief Executive Officer, Mechlog

Louise Baring, Head of Stakeholder Engagement, TasNetworks

Hannah Cardiff, Senior People and Culture Advisor, Sustainable Timber Tasmania

Michaela Carins*, Project Manager, Merritt Joinery

Jade Carluccio*, Project Manager / Estimator, Construction 3

Josephine Chester*, Administration / Primary Production, Camelford

Eloise Chettle*, Director, Speedy Tyres Devonport

Sanlyn-Anne Digney*, Administration Officer, Australian Maritime College

Melissa Edwards*, People and Culture Coordinator, Bison Constructions

Ada Espiritu*, Senior Project Engineer, Hazell Bros Group Pty Ltd

Bonnie Galbraith*, Senior Environmental Scientist, GHD

Rebecca Green*, Transport Engineer, GHD

Alison Hall*, Corporate and Specialty Milk Manager, Fonterra

Shelley Horgan*, Health, Safety and Environment Advisor, Elphinstone Pty Ltd

Kristi Howard*, Financial Accountant, Elphinstone Pty Ltd

Yasmin Hussein*, Office Manager, Agri Contracting Tas Pty Ltd

Ariana Iaconis*, Operations Forester, Forico

Eva James*, HR and Safety Manager, Reliance Forest Fibre

Janelle Jarman*, Director, WELSS Home Maintenance

Megan Johnson*, Contracts Administrator Lead, Elphinstone Pty Ltd

Billie Jones, Carbon Project Manager, SFM

Natalie Kingston*, Industry Engagement Officer, Master Plumbers Association Tasmania

Teresa Lemaire*, Superintendent Planning & Engineering, Bell Bay Aluminium

Chloe-Jean Lyons*, Manager, Direct Edge Manufacturing

Jenna Mason*, Administration Officer, Australian Maritime College

Kylie Murphy*, State Manager, NECA Education and Careers

Grace Nash*, Domestic Vehicle Logistics Officer, Veolia Environmental Services

Rachael Oakley*, National Professional Development Manager, Housing Industry Association

Meeghan Price*, Operations Supervisor, TP Bennett & Sons

Pam Purdie*, Forester, Timberlands Pacific

Rosario Sanchez*, Training Facilitator, Veolia Environmental Services

Jessie Shea*, Rear lift Vehicle Logistics Officer, Veolia Environmental Services

Jessica Smith*, Business Manager, WELSS Home Maintenance

Rachel Streets*, Crew Leader, Rio Tinto Bell Bay

Che Yann Sullivan*, Electrician, Contact Group

Erin Sweeney*, Hatchery Manager, Tassal Russell Falls Hatchery

Tracy Thomas*, Raw Product Planner Scheduler, Simplot

Stevie-Lee Triffitt, Team Leader Distribution Planning, TasNetworks

Emily Tyson, Program Manager, TasNetworks

Bridget Van de Kamp*, Senior Program Officer, Master Builders Tasmania

Genevieve van den Bosch*, Graduate of Architecture, Maguire + Devine Architects

Meaghan Volker*, Contracts and Compliance Manager, Roadways Group

Emma Weitnauer*, Machine Operator and Management Support, TP Bennett & Sons

Sophie Williams, Project Manager, TasNetworks

Janice Zuo, Financial Accountant, Sustainable Timber Tasmania

PARTICIPANT TESTIMONIALS

"It has been an inspiring experience, allowing me to connect with a network of driven, like-minded women. I have been challenged to grow both personally and professionally, and learning from incredible professionals about leadership, mentoring, burnout, gender equality, and so much more has been invaluable. I am grateful for the scholarship from the Tasmanian Government that made this opportunity possible."

— *Michaela Carins*
Project Manager, Merritt Joinery

"The I-LEAD program has given me greater confidence and a stronger belief in myself, along with the clarity that I can truly thrive as a leader and lead with purpose. Throughout the program, I engaged in deep self-reflection; exploring who I am, what I aspire to be, and how I want to show up as a leader. This experience has not only shaped my professional journey but also the way I lead within my culturally and linguistically diverse (CALD) community. It reminded me that leadership isn't just about a title. It is about growth, courage, and impact. Thank you to Tasmanian Leaders and all the sponsors and speakers for their generosity."

— *Teresa Lemaire*
Superintendent Planning and Engineering, Bell Bay Aluminium

SPEAKERS

Roxane Bandini-Maeder, Chief Executive Officer and Co-Founder, Geoneon

Kate Blizzard, People Lead, TasWater Capital Delivery Office

Sally Darke, Non-Executive Director, Stadiums Tasmania

Phaedra Deckart, Chief Executive Officer, Solstice Energy

Diane Edgerton, Chief Executive Officer, Direct Edge Manufacturing

Ruth Forrest MLC GTLP, Independent Member for Murchison

Dr. Amy Imms, Founder, The Burnout Project

Petris Lapis, Director, Petris Lapis

Catherine Lopp, Social Entrepreneur

Rikki Mawad GTLP, Founder and Director, Zebra Eleven Enterprises

Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting

Dr. Jess Melbourne-Thomas, Principal Research Scientist, CSIRO

Felicity Richards, Director, Tasmanian Farmers and Graziers Association; Director, Feuneux Agriculture; Chair, Farmsafe Australia Legislative Council

Prof. Michelle Ryan, Professor of Social and Organisational Psychology, Director of the Global Institute for Women's Leadership, The Australian National University

Kelly Walker GTLP, Founder and Director, Prospera Consulting

Trudy Witbreuk, Former Diplomat and Trade negotiator, Executive Board member, Care for Africa, Australia Indonesia Business Council

*Recipient of a Tasmanian Government Scholarship

LEADING AT THE EDGE

Symposium



Across 11-12 September, ninety leaders from Tasmania and further afield gathered for Leading at the Edge, our annual symposium to explore what it means to lead in an era of constraints.

Over two days, the room held a rare mix of honesty and practicality: people swapping stories, crafting haikus and leaving with new language for challenges many are experiencing right now.

A big part of what made this year's program land was the way our speakers met the theme with depth and, at times, with an uncanny synchronicity. Without it feeling scripted, their ideas and stories kept linking up with each other, and with the real, lived challenges participants brought from their organisations and communities.

Benny Callaghan opened the event by sharing the story of the Bogong moth. A reminder of movement, endurance, and navigation under constraint. That metaphor stayed with us as we returned repeatedly to the central question: how do you keep moving forward when the external and our internal conditions are tight?

Headlining the 2025 program was Jack Manning Bancroft, CEO and Founder of AIME and IMAGI-NATION, author of Hoodie Economics, and featured on the ABC's Australian Story and Conversations. His mind-expanding ideas stretched the room in the best way, connecting big-picture possibility to local realities, with a few unforgettable moments of 'how did he do that?' magic along the way.

Building on that foundation, a group of expert facilitators and speakers delivered presentations, conversations and panels that were both thought-provoking and practical, connecting big ideas to the day-to-day work of leading people, making decisions, and sustaining momentum under pressure. The networking drinks and debrief breakfast were much appreciated, creating space to unpack the content together and keep exploring what it means in practice.

Behind the scenes, the Symposium was shaped by a committed working group — Sam Denmead, Matthew Lamprey GTLP, Dr. Toby Newstead and Andrew Wilford GTLP — with on-the-day support from Danielle Campbell GTLP. We are also grateful to the Crowne Plaza team for their flexibility, and to our event sponsor Blundstone for their early support.



PARTICIPANT TESTIMONIAL

"I think it might just be the best conference I've been to. There was great diversity of experience, rich dialogue, ideas and perspectives and — at the end of the debrief breakfast this morning — rather than feeling that my brain was 'full' I instead felt that my perspective has been widened, energised that I had more questions than answers and finally, a sense that the conversation is far from over (in the best way!)."

— *Sarah Button*
Hydro Tasmania

SPEAKERS

Dr. Alis Anagnostakis, Founder, Vertical Development Institute

Anika Baset, Senior Manager, Centre for Public Impact

Benny Callaghan, Founder and Chief Collaborator, Systems Collaboration Partners

Dr. Rebecca Chabot, Director, Pure Wellness Tasmania

Julia Curtis GTLP, Community Development Consultant, The Social Alchemist

Prof. Richard Eccleston, Professor of Political Science and Director of the Tasmanian Policy Exchange, University of Tasmania

Simon Fieldhouse, Associate Partner, Adaptive Cultures

Nick Haddow GTLP, Founder, Bruny Island Cheese Co.

Trent Henderson, Mental Health Advocate

Arthur Little, Co-CEO AIME and Global Partnerships for IMAGI-NATION

Jack Manning Bancroft, Founder and CEO AIME and IMAGI-NATION

Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting

Simon Tyrrell, Chief Strategy Officer, Humaia

LEADING AT THE EDGE

Workshop Series



In 2025, Tasmanian Leaders launched *Leading at the Edge* — a series of one-day workshops designed to equip participants with the skills, insights, and tools needed to lead at any stage of their career.

Co-designed with our expert facilitators, the series tackled timely challenges and opportunities facing leaders today. This spanned the application of AI in business, the neuroscience of leadership, navigating conflict, leading climate adaptation, and core leadership foundations.

Delivered across the year in Launceston and Hobart, organisations and individuals were able to access professional development that met their unique needs, wherever they were at. This unique offering combined standalone one-day deep dive workshops complemented by follow-up webinars designed to integrate learnings, provide additional resources, and offer participants the opportunity to reflect and engage in Q&A with facilitators.

A standout event in the series was *Leading Climate Adaptation*, which brought together a practical workshop, a free industry panel and networking event held at the University of Tasmania’s River’s Edge Building, and a follow-up webinar. The day was designed to help leaders cut through noise and gain clarity on what climate adaptation means for Tasmanian organisations.

Participants explored Tasmania’s latest climate projections and their operational implications, aligning strategy with the UN Sustainable Development Goals, navigating sustainability reporting and carbon certification, and identifying a clear sphere of influence for meaningful action. In 2026 we hope to take this work forward through the development of a community of practice with those working in climate mitigation and adaptation.

PROGRAM PARTNERS



PARTICIPANT TESTIMONIAL

“Psychological safety isn’t just a desirable outcome; it’s the foundational neurobiological condition that allows individuals and teams to thrive, innovate and navigate challenges effectively.”

— *Jenna Davies*

Communications Advisor, TasPorts and NeuroLeadership workshop participant

“There is clear evidence that the skills presented in the workshop have translated to our dealings within the workplace, both internally and with external stakeholders.”

— *David O’Sign*

Former CEO, Cornerstone Youth Mental Health Services and Managing Conflict Well participant

CORE FACILITATORS

Dr. Polly McGee, Co-Founder and Chief Culture Officer, DisCo Disruptive Consulting

Rikki Mawad GTLP, Founder and Director, Zebra Elyven Enterprises

Simon Tyrell, Chief Strategy Officer, Humaie

Martin Beeche, Director, Pilot Light

Dr. Tomas Remenyi GTLP, Founder and Director, Acclimatised

Steve Willing GTLP, Facilitator and Coach, Growth in Mind

GUEST SPEAKERS

Patrick Viljoen, Sustainability Leader, CPA Australia

Tom Green, Managing Director, Engenuity Power Solutions

Nikole Gyles, Managing Director, Greenway Avenue Consulting

Joanna Mosur, Associate Director, KPMG

Kym Goodes, Managing Director, 3P Advisory

Rocio Rutter, Head of Growth and Advisory, pitt&sherry

DARE to Lead™

Tasmanian Leaders again partnered with Martin Beeche and Zoë Coyle to deliver the ever-popular Dare to Lead™ program to 34 participants over two powerful days in Hobart.

Based on the research of Dr. Brené Brown, this immersive experience goes beyond traditional leadership training, offering practical tools and strategies to help build braver, more resilient teams. Whether an established leader or someone aspiring to lead, participants gained the skills to build high performance teams, develop meaningful connections, have challenging conversations with greater confidence, and create an environment where innovation and trust flourish.

Participant feedback has been exceptional, reinforcing the program's value as a practical, high-impact intervention for leadership and culture in a fast-changing environment.

PARTICIPANT TESTIMONIALS

"The clearest roadmap yet on how to build and develop a high performing team."

"So much better than I even hoped. The facilitators were top notch. The way they held the room, all voices were included and respected, they were so smart and kind. I have learnt so much and feel re-energised to go back to work (and my life) and use my new skills. I wish I'd done this years ago. Thank you, Tasmanian Leaders, what a program. Everyone should do it."

"The program content and delivery was the best I have ever experienced. No nonsense, deeply meaningful, life changing."

LEADERSHIP AND ACTION Research

For more than a decade, Tasmanian Leaders has intentionally invested in thought leadership to position our organisation as a leading authority on leadership in Tasmania and a respected contributor to global leadership thinking.

We do this through our **Leadership and Action Research** pillar: a long-term commitment to generating insight that is grounded in place, informed by evidence, and useful to leaders navigating leadership. Over ten years, this work has made a meaningful contribution to understanding the forces shaping leadership in Tasmania and strengthening the capability that underpins our social and economic wellbeing.

Our approach is action research. Put simply, it is research designed for impact. We convene leaders, practitioners, researchers and community voices drawn from our Alumni to explore critical questions, test ideas through lived experience, and translate learning into practical tools, programs and conversations that improve leadership practice. It is not research for research's sake. It is an evidence-informed cycle of inquiry, reflection and action that helps leaders respond more effectively to the challenges and opportunities of our state and share those learnings beyond Tasmania.

In 2025, we were proud to release two major reports drawn from leadership labs we convened in 2024: **Leading in Complexity** and **Building Belonging Through Leadership**. Together, they deepen our understanding of what leadership requires in a time of uncertainty, disruption and change, and provide practical pathways for individuals, teams and organisations.

In March, we launched **Leading in Complexity 2024: An Initial Enquiry in Tasmania** by complexity leadership expert Dr. Aiden M. A. Thornton. Based on a workshop and survey with Tasmanian Leaders graduates in 2024, the report captures cross-sector perspectives on what it takes to lead effectively in today's environment.





It explores fourteen essential complexity leadership skills — from self-awareness and resilience to systems thinking and digital competence — and offers clear recommendations for embedding these capabilities into education, leadership development and organisational practice. Following the launch, we hosted a free webinar with Aiden, then a second session led by Tasmanian Leaders' Chief Executive Officer Angela Driver GTLP, which unpacked the fourteen skills and shared practical frameworks to support leaders to apply the learning. This work will continue to shape our programs, including a new online offering in development for 2026.

Rounding out the year, in December we launched the ***Building Belonging Through Leadership*** report at St Luke's Launceston health hub, with a special panel conversation and report launch featuring University of Tasmania academic Dr. Joseph Crawford.

The report makes a clear case that belonging is not a soft sentiment. It is a foundation for effective leadership and a critical enabler of wellbeing, performance and social cohesion in teams and organisations.

The report explores the gap between Tasmania's strong sense of place and the reality that many people still experience disconnection, including in workplaces, and it offers a clearer evidence base for what belonging is and how leaders can build it. The accompanying panel facilitated by Angela Driver GTLP, included Dr. Joseph Crawford, Archana Brammall GTLP, Buna Collective, Tatler Lane and Sweetbrew, and Professor Dinesh Arya, Chief Medical Officer and Chief Psychiatrist for Tasmania, and explored how leaders can create cultures of safety, trust and shared purpose that help people and organisations thrive.

In 2025 we convened a new Leadership Lab focused on one of the most essential leadership capabilities — facilitating dialogue. Facilitated by Kym Goodes, 3P Advisory, and supported by The Policy Exchange at the University of Tasmania, the lab examined how dialogue operates in our tightly woven state, how it can both enable and constrain progress, and how leaders can create space for more inclusive and courageous conversations. We look forward to releasing the Dialogue report in early 2026 and continuing this work on other crucial topics necessary for effective leadership in Tasmania by Tasmanians.

In 2025, we also partnered with the Tasmanian School of Business and Economics at the University of Tasmania to create a new pathway for our alumni — introducing a Master of Research opportunity, available through an expression of interest process.

Our inaugural research cohort includes:

- Alex Crespo-Schmidt is exploring how leadership evolves across the lifespan, and what ageing and life stage can mean for leadership in the not-for-profit sector.
- Jeremy Ramsey GTLP is examining the role leaders can play in influencing productivity, including how leadership bridges strategy, culture and advocacy in the Tasmanian context.
- Linda Crawford is investigating what makes leadership initiatives effective by analysing the Tasmanian Government's Women on Boards strategy and the factors that have driven progress.

We look forward to hearing more as their research progresses and to applying their insights to strengthen leadership development in Tasmania.



TASMANIAN LEADERS

Network

In 2025, we reached a milestone moment: our programs tipped the Tasmanian Leaders alumni community to more than 1,000 people.

These graduates sit at the core of the Tasmanian Leaders Network, and we believe they are one of Tasmania's greatest assets for shaping a vibrant future. Why? Because real progress is rarely driven by a single organisation or sector. It is driven by connected people who can work across boundaries and exercise leadership across their personal and professional lives.

Our alumni brought that to life throughout the year. Many stepped forward as speakers and contributors at our programs and events, sharing their knowledge and expertise. Others attended graduations across our programs, welcoming new members into the Network and strengthening the sense of continuity that makes Tasmanian Leaders distinctive. Alumni also gave their time as mentors, helping emerging leaders build confidence, navigate complexity and stay anchored to purpose. See below for a full list of mentors.

Across 2025, we hosted fifteen events across Launceston, Hobart and the North-West, attracting more than 1,125 attendees — most of these attendees were members of our Network. Highlights included behind-the-scenes experiences at Incat with Robert Clifford AO and an enjoyable evening with the Tasmanian Symphony Orchestra.

We also created meaningful connection points for the Tasmanian Leaders Program through networking events hosted by the City of Hobart, the Australian Maritime College and Mount Gnomon Farm. Networking remains a key component of our programs as our purpose is to build capable and connected leaders.

Our alumni also remain our most powerful recruitment channel. Word of mouth, personal invitations and alumni advocacy continue to be the reason many people take the first step. We extend a particular thank you to those who went the extra mile by attending information sessions, encouraging colleagues to apply, and making introductions that helped us reach future participants who might not have found us otherwise.

We closed the year with regional celebrations that reflected on what we achieved together and the leadership stories that continue to shape Tasmania. With that momentum, we are leaning into 2026 with real optimism as we mark Tasmanian Leaders' twentieth anniversary. We cannot wait to celebrate this milestone year alongside an alumni community that is growing in generosity and influence and to keep building the relationships and capabilities that will help Tasmania thrive.



NETWORK

2025 Achievements

Building on the strength of an alumni community now more than 1,000 strong, we are reminded that leadership in Tasmania is deeply local — shaped by place, community and the everyday decisions that create impact and legacy over time.

Yet at its best, it also travels into national conversations, global networks, and international recognition. As we look back on 2025, and with pride in our nineteen-year history of developing capable, connected leaders, we are spotlighting three graduates whose work has had impact well beyond their immediate sphere.

In business, **Roxane Bandini-Maeder** is showing how Tasmanian innovation can compete (and win) on bigger stages. As co-founder and Chief Executive Officer of Geoneon, Roxane was named 2025 Tasmania Pearcey Entrepreneur of the Year, recognised for technology supporting climate-risk and disaster preparedness. Her work has also been associated with a string of accolades spanning export and industry recognition, including Tasmanian Export Awards (Emerging Exporter), a Swiss Business Award (Rising Star), and Australian Space Awards — Start-up of the Year.

“We’re building capability from Tasmania that the world genuinely needs,” Roxane says.

In community leadership, **Craig Perkins GTLP** is quite literally flying the flag for Tasmania. As a Tasmanian Leaders graduate, Craig’s style of leadership is grounded in service, relationships, and steady follow-through — the kind that earns trust across different communities and perspectives. Now serving as District Governor (Rotary Tasmania, District 9830), Craig has stepped into a role that demands leadership across communities and international representation.

Through global Rotary gatherings with district governors from around the world, Craig has carried Tasmanian stories, priorities, and partnerships into international rooms. “Service is both global and local,” Craig says, “our learning and our relationships are grounded in the needs of all our communities strengthened by the ideas, relationships, and partnerships we build across the world.”

Hon Ruth Forrest MLC GTLP has seen her Tasmanian-based work recognised on the global stage, following her induction into the Democratic Innovators of the 21st Century Politicians’ Hall of Fame at the Athens Democracy Forum. She was one of only three inductees recognised internationally that year.

Even more remarkable: Ruth didn’t know she had been nominated, initially assuming the congratulatory email was a scam. As one of only a small number of Australians ever inducted, Ruth’s recognition is a powerful reminder that democracy-strengthening work in a small jurisdiction can carry global weight. “You don’t do these things for recognition,” Ruth reflects, “but it encourages you to hang in there and keep at it.”

These stories are worth celebrating. They are also a reminder for every graduate of ours, and in fact every human who is stepping up in their workplace, family, community or sector: keep going. We know leadership can be tiring, lonely and, at times, thankless. Progress is rarely linear, and the work of influence often happens quietly, long before it’s visible. But we see you. We recognise the courage it takes to stay in the game, to keep learning, to repair when things go wrong, and to hold hope alongside realism. Wherever you are leading from, we applaud you and we are cheering you on.





2025

Mentors

Mentoring is one of the most meaningful ways our alumni community shows up for the next wave of leaders.

In 2025, 59 people, largely drawn from our pool of graduates, generously donated their time and expertise to mentor participants in our I-LEAD Young Professionals and I-LEAD Women in Industry programs.

We keep hearing about the small, powerful ways mentoring lands. For some participants, a single conversation saved weeks of going in circles. Others have said the greatest gift was simply having a trusted sounding board on tap. Whether the relationship was short or ongoing, it has made a meaningful impact. We thank all our 2025 mentors for their support and commitment and look forward to expanding this work in 2026. If you would like to be involved, please get in touch.



- | | | |
|----------------------------|----------------------|----------------------|
| Robin Barnes GTLP | Prue Horne GTLP | Monica Orrego GTLP |
| Phil Beeston GTLP | Alison Hugo GTLP | Renee Pardoe |
| Ed Beswick | Jason Imms GTLP | Monica Plunkett GTLP |
| Gillian Biscoe AM Hon GTLP | Zoe Keleher | Narelle Punshon |
| Kate Blizzard | Monique Koski | Jeremy Ramsey GTLP |
| Sophie Calic GTLP | Alison Lai GTLP | Jessica Rice |
| Danielle Campbell GTLP | Ross Lamplugh GTLP | Felicity Richards |
| Amanda Castray GTLP | Matthew Lamprey GTLP | Miriam Rule |
| Bess Clark | David Lietzau GTLP | Kim Ryan |
| Louise Cooper | Catherine Lopyy | Jessie Stanley GTLP |
| Linda Crawford | Kelly Luck | Charmaine Stanton |
| Julia Curtis GTLP | Siobhan Mackay | Suellen Taylor GTLP |
| Kristen Desmond GTLP | Kate Mackie GTLP | Bronwyn Tilbury GTLP |
| Diane Edgerton | Kaylia Marshall GTLP | Kelsey Timms GTLP |
| Ruth Forrest MLC GTLP | Rikki Mawad GTLP | Bianca Welsh |
| Sakura Franz GTLP | Amanda McEvoy | Monica Wiggins GTLP |
| Jennifer Fry | Sarah McIntosh GTLP | Kirstan Wilding |
| Amanda Hardinge | Angela Merriott | Trudy Witbreuk |
| Anita Harrison | Andrew Moore GTLP | Evelyn Wong |
| Alicia Heath | Courtney Newman | |

2025

Financial Members

Financial membership is open to graduates of our programs that are a minimum of four days in length.

It is one of the most practical ways alumni can stay closely connected to Tasmanian Leaders. It provides access to member discounts for events and learning opportunities; while also strengthening the ongoing support we can offer graduates beyond their program year.

By choosing Financial Membership, members are backing the relationships, gatherings and professional development that keep our alumni community active and connected. We thank all financial members for their ongoing support and commitment.

GOLD

- Brendan Charles GTLP
- Kristen Desmond GTLP
- Angela Driver GTLP
- Oliver George GTLP
- Suzie Han GTLP
- Amanda Hardinge
- Sam Ibbot GTLP
- David Moore GTLP
- Richard Morgan GTLP
- Monica Orrego GTLP
- Katrina Spark GTLP
- Michelle Walkden
- Naomi Walsh GTLP

SILVER

- Jillian Aylett-Brown
- Claire Austin
- Julia Curtis GTLP
- Ruth Forrest MLC GTLP
- Jennifer Fry
- Oliver George GTLP
- Michael Guidici GTLP
- Tania Harvey GTLP
- Ben Hart GTLP
- Bridget Hickman
- Katrina Higgins
- Lisa Lods GTLP
- Siobhan Mackay
- Steven Phipps
- Verity Quill
- Megan Rozynski GTLP
- Damien Stringer GTLP
- Tracy Thomas
- Brigid Wilkinson

BOARD

Members



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Chair



Kim Evans
Deputy Chair



**Adjunct Professor
Gillian Biscoe AM**
Secretary



Adrian Daniels GTLP
Treasurer



Ben Maynard
Board Member



Katy Cooper
Board Member



Kathryn Hansson
Board Member
(from March 2025)



Kelly Walker GTLP
Board Member
(from March 2025)



Monica Plunkett GTLP
Board Member
(from June 2025)



Bess Clark
Board Member
(until March 2025)

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DEDUCTIBLE

Gift Recipient status

In 2025, we were delighted to receive Deductible Gift Recipient status through special listing in the tax law. This means we can now accept tax-deductible donations, opening new opportunities to grow our impact and support beyond traditional funding streams.

We moved quickly from approval to action. In July, we launched a campaign to raise funds for our Access Scholarships, inviting our community to help remove financial barriers to participation. We followed with a second campaign focused on creating a scholarship pathway for an I-LEAD Women in Industry graduate to participate in the 2027 Tasmanian Leaders Program. Together, these campaigns support our ambition to remove barriers for leaders in Tasmania to access our programs.

If you would like to support Tasmanian Leaders, your tax-deductible gift can help create more scholarships and champion more inclusive, purposeful leadership across Tasmania and beyond. We are grateful to everyone who donated in 2025 and helped widen access to leadership development for Tasmanians. Find out more on our website.

2025

Donors

Claire Beale	Tania Harvey GTLP
Melissa Benson	Tim Hunt GTLP
Gillian Biscoe AM Hon. GTLP	Alison Jarman GTLP
Tammy Brooks	Angela Merriott
Josephine Chester	Shanelle Newton Clapham GTLP
El Chettle	Tammy Price
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Angela Driver GTLP	Jessie Stanley GTLP
Kim Evans	Chey Sullivan
Cheryl Fuller GTLP	Tas City Building
Ruth Forrest MLC GTLP	Kelly Walker GTLP
Matthew Gangell GTLP	Rob Woolley
Kate Gotowski	+ Seven anonymous donors

Tasmanian Leaders Foundation

The purpose of the Tasmanian Leaders Foundation is to reduce disadvantage by funding access and opportunity for people who would not otherwise be able to participate in our programs.

In 2025, the Foundation administered and funded two scholarship places for the Tasmanian Leaders Program through valued partnerships: one scholarship with TasNetworks to support a Tasmanian Aboriginal person, and one scholarship with the Select Foundation to support a participant living with disability.

Our thanks to Foundation Board members Adjunct Professor Gillian Biscoe AM, Monica Plunkett GTLP, Bess Clark, Clarissa McCoid and Rob Woolley, for providing sound governance for the foundation and more broadly supporting our fundraising efforts.



2025

Supporters

The work of Tasmanian Leaders would not be possible without the contributions made by an active and expanding network of supporters.

The content of our leadership development programs, and Network activity is delivered by hundreds of volunteers who freely give their expertise, knowledge, lived experience and facilitation skills to help us develop leadership capacity across Tasmania.

Tasmanian Leaders wishes to thank everyone listed below and throughout the Yearbook for their work and support in 2025.

Extra special thanks to our volunteers who go above and beyond to support Tasmanian Leaders: Katy Cooper, Dr. Polly McGee and Steve Willing GTLP for facilitating TLP19's highly impactful Residentials, and KPMG's Hugh Williams, Isuri Wendakoon and Deepika Chand for their valued assistance. A heartfelt thanks to our contractors Megan Rozynski GTLP and Dr. Joseph Crawford. And to everyone else who lent a hand or a venue or contributed in some way to our many 2025 successes — thank you.

TASMANIAN LEADERS STAFF MEMBERS

Angela Driver GTLP - Chief Executive Officer
 Claire Beale - Marketing and Communications Coordinator
 Karen Davis - Administration and Events Coordinator (until Dec 2025)
 Tania Harvey GTLP - Executive Officer
 Ros Young - Program Coordinator

TLP RESIDENTIAL FACILITATORS

Angela Driver GTLP
 Katy Cooper
 Dr. Polly McGee
 Steve Willing GTLP

PROGRAM FACILITATORS

Martin Beeche
 Zoë Coyle
 Dr. Polly McGee
 Rikki Mawad GTLP
 Dr. Tom Remenyi GTLP
 Simon Tyrrell
 Steve Willing GTLP

LEADING AT THE EDGE SYMPOSIUM WORKING GROUP

Sam Denmead
 Matt Lamprey GTLP
 Dr. Toby Newstead
 Andrew Wilford GTLP

COMMITTEE APPOINTMENTS

Program Committee - Richard Dent OAM
 Leadership in Action Committee - Prof. David Adams, Anna Powell, Vince De Santis
 TL Foundation Board - Bess Clark, Clarissa McCoid

2025 PHOTOGRAPHERS

Office of the Hon. Jo Palmer MLC, I-LEAD Women in Community Services
 Peter Mathew, I-LEAD Women in Community Services reception
 Melanie Kate Creative, TLP Graduation, I-LEAD Tassie Wine
 Richard Jupe Photography, TLP Linking Sessions and graduate profiles
 Laura Purcell, I-LEAD Women in Industry profiles and luncheon
 Pete Mellow, I-LEAD Women in Industry profiles

2025 Partners

FOUNDATION PARTNER



The Tasmanian Leaders Program is supported by the Tasmanian Government through the Department of State Growth.

MAJOR ORGANISATIONAL PARTNERS



I-LEAD Women in Community Services is supported by the Department of Premier and Cabinet: Election Commitment - Leadership Training for Women.

I-LEAD Women in Industry is supported by the Department of Premier and Cabinet: Delivering the Women's Leadership Program - 2025.

MAJOR PROGRAM PARTNERS



PROGRAM AND IMPACT SUPPORTERS



PROGRAM SUPPORTERS



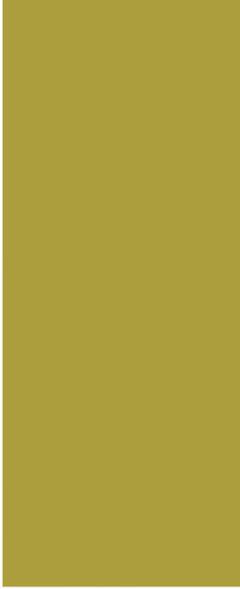
EVENT AND COMMUNITY SUPPORTERS



SCHOLARSHIP PARTNERS







TLP18 2024 TASMANIAN LEADERS PROGRAM GRADUATION CEREMONY

The TLP18 graduation celebration was held at Cataract on Paterson, Launceston on Saturday 15 February 2025.

TASMANIAN LEADERS

Graduates

Honorary members

Anthea Pritchard
John Perry
Gillian Biscoe AM
Brian Lewis (d.)

TLP1 2007

Renee Anderson
Janine Arnold
Tim Bishop
Julia Curtis
Andrew Frost
Maree Fudge
Kiros Hiruy
Christopher John
Wayne Johnson
Glenn Joyce
Tom Lewis
Sue Martin
Zach McArthur
Louise Mills
Ian Nelson
John Ralph
Sandie Silva
Michelle Swallow
Jason Unwin
Deidre Wilson

TLP2 2008

Fionna Bourne
Susie Bower
Celia Bray
Vanessa Cox
Matt Durose
Liila Hass
Sam Ibbott
Natasha Keep
Mark Mason
Katherine Miguel
Lisa Nelson
Joe O'Byrne
Ben O'Donnell
Craig Perkins
John Ranicar
Ted Ross
Stuart Smith
Ginna Webster

TLP3 2009

Stuart Auckland
Jan Batchelor
Janet Carty
Amanda Castray
Brendan Charles
Lou Clark
Jane Crosswell
Angela Driver
Jen Edis
Jason Hay
Dion Lester
Simon Matthews
Zac McGee
Andrew Moore
Megan Morse
Mark Parssey
Corey Peterson
Stephen Piper
Sherri Ring
Narelle Smith
Stuart Wiggins
Steve Willing

TLP4 2010

Meg Archer
Shona Arnold
Ian Beswick
Natasha Exel
Rebecca Gray
Jo Gregg
Tonia Gretschnann
Sam Horsman
Clynton Jaffray
Mark Jefferson
Win Mahar
Simon Paul
Suzanne Purdon
Alan Radford
Kacey Rubie
Cat Schofield
Michael Sims
Darryn Smith
Andrew Truscott
Andy van Emmerik
Ian Adams

TLP5 2011

Lucy Byrne
Simon Chandler
Amanda Daly
Phillip Dewis
Poppy Fay
Ruth Forrest MLC
Nick Haddow
Steve Henty
Michael Kelly
Jill Maxwell
Brett McDermott
Dean Munday
Wayne Murraylee
Guy Robertson
Martha Robson
Alan Rosevear
John Rowland
James Sugden
Melinda Thomas
Cathy Tonkin
Jo Tubb
Julie Waddington
Mark Watson

TLP6 2012

Jane Forrest
Cheryl Fuller
Kate Grady
John Hooper
Todd Houstein
Matthew Hubbard
David Hugo
Eleanor James
Margie Jenkin
Gayle Johnston
Rosalie Martin
Ben Maynard
Mark Millhouse
Sharon Pittaway
Frances Pratt
Sue Robertson
Lisa Rudd
Stewart Sharples
Gina Sidhu
Lucinda Szczypior
Tracey Tasker
Pax Taylor
Allan Walsh
Simon Wiggins

TLP7 2013

Danielle Campbell
Richard Cassidy
Stella Cook
Rachael Cox
Tim Cubit
Kay Cuellar
Adam Dickenson
Kylie Eastley
Sakura Franz
Matthew Geoghegan
Rebecca Greenwood
Richard Ingram
Richard James
Danny Johnson
Andrew Kidd
Rikki Mawad
Susan Moore
Timothy Moss
Paul Niven
Nadine Ozols
Leanne Sherriff
Joanna Siejka
Erin Smallbon
Bradley Turner

TLP8 2014

Martin Anderson
Anna Balmforth
Lola Cowle
Antony Deck
Craig Emmett
Ben Hart
Claire Jones
Alison Lai
Shawn Lee
Glen O'Keefe
Alice Percy
Andrew Pitt
Any Reading
Misty Sanderson
Scott Schilg
Pete Smith
M'Lynda Stubbs
Don Thomson
Mike Thomson
James Versteegen
Ainstie Wagner
Naomi Walsh
Vani Welling
Tom Windsor

TLP9 2015

Garth Barnbaum
 Amanda Bond
 Archana Brammall
 Stephen Clarke
 Adam Clavell
 Claire Cunningham
 Mark Dickinson
 Matthew Gee
 Todd Henderson
 Megan Jolly
 Danielle Kidd
 Ross Lamplugh
 Catriona Macleod
 Emma Matuszek
 Nathan McDonald (d.)
 Amy Parker
 Nicky Pollington
 Christopher Rayner
 Nick Steel
 Damien Stringer
 Alison Turner
 Steve Wiggers
 Ellen Witte
 Angela Yao

TLP11 2017

Damien Arkley
 Maree Bennett
 Lucy Blake
 Phillip Boxall
 Justine Brooks
 Kristy Brown
 Adrian Daniels
 Kirby Dillon
 Nicholas Dwyer
 Benita Fordham
 Spencer Gibbs
 Geraldine Hayes (d.)
 Sean Hollick
 Jason Licht
 Rachel Nichols
 Kate O'Shannessey
 Margo Peart
 Nick Probert
 Megan Rozynski
 Nicole Sherriff
 Rowan Trebilco
 Mark Wild
 Michael Woodward
 Tom Woolley

TLP13 2019

Adrian Beswick
 Emma Birch
 Teeny Brumby
 Alistair Burke
 Emily Chase
 Damian Collins
 Marcus Courtney
 Chris Duffy
 Simon Fraser
 Caroline Gray
 Jordie Gray
 Darren Harris
 Pamela Honan
 Katrina Kelly
 Jennifer McKenzie
 Tom Remenyi
 Krishna Saward
 Jen Smit
 Claire Connelly
 Katrina Spark
 Oliver Thornalley
 Kelly Walker
 Chris Warr
 Natalie Whish-Wilson

TLP15 2021

Jonathon Anning
 David Atchison
 Blaze Barker
 Kate Beven
 Tim Byrne
 Kristen Desmond
 Simon Gates
 Harpreet Gill
 Hannah Gray
 Tania Harvey
 James Holden
 Bree Hunter
 Alex Leith
 Lisa Lods
 Robert Maher
 Richard Morgan
 Jessie Pangas
 Jessica Phillips
 Juma Piri Piri
 Jarred Ranson
 Sheree Ranson
 Rachel Wadsley
 Stuart Watson
 Andrew Wilford

TLP10 2016

Robin Barnes
 Louise Bishop
 Donna Brown
 Shuhong Chai
 Daryl Connelly
 Amanda French
 Michael Giudici
 Chris Griffin
 Daniel Hackett
 Jeff Harper
 Theresa Hay
 Prue Horne
 Kacee Johnstone (d.)
 Fiona Kerslake
 Stuart Loone
 Susan McLeod
 Alexandra Mitchell
 Leigh Oswin
 Monica Plunkett
 David Pyefinch
 Malcolm Reeve
 Kieran Rimmelzwaan
 Lance Stapleton
 Ursula Taylor

TLP12 2018

Leigh Arnold
 Cassie Arnold
 Phil Beeston
 Ilya Brucksch
 Paris Buttfield-Addison
 Samuel Cairnduff
 Anne Carey
 Sarah Coulson
 Waqas Durrani
 Andy Fist
 Sam Halliday
 Jenn Heggarty
 Alison Hugo
 Jason Imms
 Tim Jordan
 Justin Legg
 David Lenel
 Chris Love
 Donna McDermott
 Hannah Moloney
 Jarred Moore
 Martin Moroni
 Kate Owen
 Jessica Robbins
 Jessie Stanley
 Grace Walsh
 Carolyn Watson
 Ally White
 Gary Williams

TLP14 2020

Luke Cameron
 Michael Chan
 Luke Clasener
 Kate Daley
 Kelly Eijdenberg
 Andrew Goldsworthy
 Stephen Hill
 Sarah McIntosh
 Todd Nation
 Edith O'Shea
 Carmen Primo Perez
 Sarah Proud
 Jeremy Ramsey
 Alison Raymond
 Kieren Rix
 Krutika Sen
 Susannah Slatter
 Terry von Bibra
 Bec Wade
 Jesse Webster
 Fiona Weller
 Alex Woodward

TLP16 2022

Melissa Britt
 Erin Buttermore
 Sophie Calic
 Kennedy Clarke
 Katie Cooley
 Elaine Devlin
 Bella Fountain
 Matthew Gangell
 Matthew Jordan
 John Kamara
 Matt Lamprey
 Stephanie Lawson
 Karen Marr
 David Moore
 Stephen Morrison
 Chris Neil
 Alex Newman
 Sarah Peart
 Michael Phillips
 Steven Richardson
 Mel Sullivan
 Kelsey Timms
 Philip White
 Ruby Wilson

TLP17 2023

Matthew Abbott
 Karen Abey
 Matthew Anderson
 Nepelle Crane
 Mel Croome
 Patrick Cullinane
 Stuart Davey
 Oliver George
 Clare Glade Wright
 Miranda Hann
 Nicole Henty
 Mark Hogarth
 Tim Hunt
 David Lietzau
 Jessica Lopes
 David Onu
 Laura Pyszkowski
 Rob Skinner
 Laura Spikula
 Suellen Taylor
 Kate Todd
 Lissa Villeneuve
 Mitch Wyper

TLP18 2024

Fiona Beer
 Shanelle Newton-Clapham
 Jason Dean
 Luke Doyle
 Ian Dunbabin
 Patrick Fabian
 Rochelle Galloway
 Simone Haigh
 Suzie Han
 Geoff Hurst
 Andrew Johnson
 Kate Mackie
 Kaylia Marshall
 Madeleine Napolitano
 James Newstead
 Monica Orrego
 Reuben Parker-Greer
 Alicia Sargent
 Jack Stevens
 Khadga Thapa
 Bronwyn Tilbury
 Monica Wiggins
 Kath Wilson

I-LEAD 2018

Zara Bussey
 Lee Christmas
 Matthew Collins
 Danielle Conlan
 Georgia Cummings
 Karina Dambergs
 Cameron Dixon
 Simone Hackett
 Kaimon Johnson
 Robb Jubb
 Brock Kerslake
 Gavin Kuipers
 Trina Mangels
 Jen Murnaghan
 Trevor Pedersen
 Ana Pimenta
 Damien Pinkerton
 Rachel Power
 John Ramsay
 Annette Reed
 Tom Richards
 Anna Robertson
 Peter Walker
 Kellie Walker
 Bianca Welsh
 Danielle Wheatley
 Ian White
 Brent Wilcox
 Juanita Wood

I-LEAD 2019

Sharon Armstrong
 Belinda Bird
 Zoe Bok
 Susan Carins
 Tahlia Cavaretta
 Chelsea De Main
 Sam Denmead
 Craig Ferguson
 Iain Field
 Hayden Fox
 Michael Hay
 Sam Jaeschke
 Sam Karpiniac
 Samuel Kiely
 Maureen Lacey
 Jessi Mostogl
 Tristan Nichols
 Felicity Richards
 Mark Richardson
 Cassie Scolyer
 Paul Soldo
 Oliver Strickland
 Sarah Thomas
 Sandy Travers
 Edward Weichert
 Andy Welling
 Rueben Wells

I-LEAD 2020

Roxane Bandini-Maeder
 Elyse Barnett
 Deborah Beever
 Tamara-Lee Beveridge
 Ange Boxall
 Melissa Britt
 Kate Bucknell
 Warena Burgess
 Geraldine Camilleri
 William Cassidy
 Chontelle Cripps
 Helen Curtis
 Marc Dille
 Luke Finley
 Sean Fisher
 Jen Fry
 Jodhi Gough
 Thomas Green
 Courtney Greisbach
 Reg Grundy
 Richard Harding
 Curly Haslam-Coates
 Bronwyn Hawkins
 Sam Ikin
 Amy Imms
 Rachel Jacka
 Jane Johnston
 Aaron Jones
 Matthew Lamprey
 Richard Morgan
 Louise Morris
 Sally Murfet
 Alison Oakes
 Courtney Olds
 Pia Palmer
 Joe Pickett
 Lincoln Quilliam
 Greg Ross
 Rachael Trueman
 Coreena Vieth
 Elizabeth Virieux
 Michelle Walkden
 Tom Wallace
 Thomas Waugh

I-LEAD NFP 2021

Tyrone Adamson
 Lucy Anderson
 Danni Ashton
 Tracey Bagger
 Jonathan Bedloe
 Trent Chilcott
 Bella Fountain
 Jess Greene
 Kathryn Johnson
 Linda Karlsson
 Eve Lazarus
 Amanda McEvoy
 David Morgan
 Steven Phipps

Andrea Porte
 Hannah Richardson
 Elenor Rigney
 Miriam Rule
 Kim Ryan
 Carl Saunder
 Linda Smith
 Lucinda Szczypior
 Angela Waite
 Elise Whitmore

I-LEAD SB 2021

Adam Anstie
 Kirsten Bach
 Manuel Barragan
 Angelique Brcic
 Edwina Brisbane
 Gabriella Conti
 Ruby Daly
 Casey Hiscutt
 Pippa Jensen
 David Kewley
 Kimberley Odgers
 Nathan Page
 Megan Perkins
 Bree Philpot
 Rachael Pulford
 Jacqueline Slyp
 Duane Vickery
 Brittney Woolley

I-LEAD T&H 2021

Emma Azon-Jacometti
 Patrick Barrie
 Damien Blackwell
 Erin Cole
 Nathan Dunn
 Sean Gerrity
 Rebecca Gillie
 Traci Hampson
 Saga Hassinen
 Samuel Johnson
 Rafaela Krause
 Andre Kropp
 Jane Ledingham
 Alexander Lowe
 Elisa Magni
 Jessica Maybus
 Robyn McInerney
 Jane Overington
 Laura Papiccio
 Richard Pollocks
 Jennifer Potter
 Caleb Robertson
 Patrick Rodgers
 Daniela Ruiz
 Anita Russell
 Liana Seadon
 Taylor Sterneke
 Rebecca Sutor

Melanie Sullivan
Samantha Sytsma
Rebecca Tipton
Alison Wallace
James Welsh
David Wise
Evelyn Wong

I-LEAD NFP 2022

Anna Antypas
Kylie Baumbach
Mel Best
Eddie Bouchier
Tamar Cordover
Majella Eales
Lily Foster
Deb Hutchinson
Joanna Jolly
Sharlene Knight
Anna Kurek
Jade Marquis
Jay McDonald
Trent McHugh
Deni Palmer
Bec Pettit
Jess Rafferty
Stuart Robins
Vanessa Ryle
Rich Salewicz
Peta Titter
James Versteegen
Thea Webb
Brigid Wilkinson
Jessica Willard
Deb Woodiwiss
Zoe Vandervelde

I-LEAD T&H 2022

Stacey Beswick
Darren Brown
Debra Brown
Thomas Cashion
Larni Davies
Taihlaura Denman-Francis
Jamie Devine
Jacinta Drake
Gil Drory
Andrea Fitzpatrick
Ethan Han
Ruby Hardman
Tim Hodgkinson
Varun Khetarpal
Melissa Koomen
Sandy Liang
Nicola Macdonald
Katherine Marsden
Angela Morgan
Sophie Murfitt

Monica Orrego
Natalie Reardon
Melinda Schultz
Nathan Silk
Alexandra Sumner
Bonnie Whitton
Kelly Woolley

I-LEAD Women 2022

Tanya Abblitt
Freya Beech
Tammy Brooks
Rowena Childs
Linda Crawford
Kathryn Cresswell
Madison Deane
Kristen Dransfield
Joanna Ford
Laura Gazzignato
Kim Goodwin
Sonia Green
Bronnie Grieve
Katherine Halliday
Kathryn Hansson
Alicia Heath
Catherine Hyde
Xenia Jak
Caitlin Jones
James Li
Anna Matala
Suzie Moehrke
Courtney Newman
Michele Nissink
Helen Patronis
Bianca Phipps
Gemma Poke
Tammy Price
Narelle Punshon
Jess Rice
Deb Spandonis
Charmaine Stanton
Emma Stratford
Kate Taylor

I-LEAD NFP 2023

Jai Appleby
Edward Beswick
Rebecca Birrell
Conor Canning
Jay Chipman
Troy Cook
Alejandro Crespo-Schmidt
Nicole Crook
Rochelle Finearty
Diana Carolina Flores Estrada
Danica Foy
Keren Franks
Samantha Grace
Kirsty Grierson

Freya Griffin
Will Harkness
Tanya King
Grace McCallum
Kristina McCarthy
Libby McKay
Michelle Mizzen
Ruth Osborne
Courtney Punshon
Melissa Scott
Amy Sharp
Kit Soo
Julie Starr
Sally Thompson
Lyndal Thorne
Lauren Vaessen
Nicole van Leeuwen
Myfwana Wedd
Ryan West
Lynne Wilton
Richard Witbreuk

I-LEAD T&H 2023

Bella Alcorso
Melinda Appleby
Mackensie Belbin
Matt Bosworth
Bryony Bull
Mather Cilla
Josh Coad
Emma Davis
Keline Fabre
Lucy Fleming
Bec Flynn
Juan Garcia
Len Geale
Denise Hall
Kim Hudson
Laura Keith
Zoey Keleher
Sally Law
Luna Liu
Niall Maurici
Amy McBride
Annie McKay
Andrew McMaster
Daniel Nikitenko
Alisha Tams
Jasmine Thompson
Alice van der Woude

I-LEAD Women 2023

Alysha Allen
Claire Austin
Jane Bailey
Elisha Blackberry
Marcela Bezerra
Jasmine Cardno
Sarah Casey
Tori Cleaves
Louise Cooper
Anna Cotton
Mel Croome
Kirsty Dickenson
Zoe Faulkner
Liese Fearman
Seona Findlay
Steph Gee
Sarah Gilmour
Liz Hafner
Georgina Hall
Amanda Hardinge
Bridget Hickman
Sonia Hodgetts
Estelle Hudson
Brie Jak
Natalie Keane
Carryn Manicom
Maddy McBride
Tahnee McShane
Kuluni Millaniyage
Rani Milne
Emma Nightingale
Hafwen Pearce
Mel Pearce
Bec O'Holloran
Jenny Retterer
Ash Shotton
Libby Smith
Alana Summers
Cassie Tickner-Smith
Sarah Vautin
Michelle Walls
Zoe Wyllie
Rachel Yao
Liz Youd

Next Crop 2023

Tessa Astbury
 Sierra Blair
 Jamie Cowen
 Karen Davis
 Matt Dunbabin
 Vanessa Dunbabin
 Nick Glaetzer
 Kellie Graham
 Cecilia Hakansson
 Frieda Henskens
 Abbie Hoskin
 Penny Jones
 Mitchell Kenney
 Hugh McCullough
 Rafe Nottage
 Ben Pearson
 Izaak Perkins
 Ben Pietsch
 John Schuts
 Cynthea Semmens
 Robbie Stewart
 Alex Travers
 Cam Walker
 Bryn Williams

LARC 2023

Fiona Archer
 Andrew Boyd
 Kirsten Bradley
 Carol Bryant
 Chris Catlin
 Tara Clark
 Sara de Jersey
 Jacqueline de Jonge
 Tanya Denison
 Paris Dennett
 Stephanie Finn
 Stafford Ives-Heres
 Alli Kable
 Robin Krabbe
 Kate Mauric
 Raymond Mee
 Aaron Meldrum
 Lyndon O'Neil
 Luke Sayer
 Puspa Sherlock
 Nicci Skerl
 Yvonne Stone
 Helen Thomas
 Irena Webb

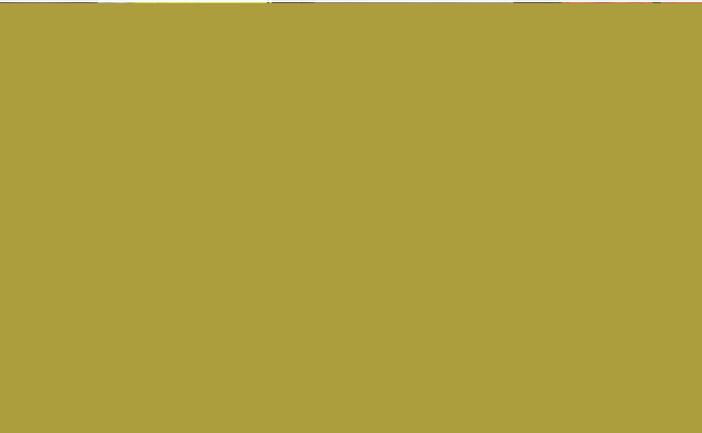
DRIP 2024

Natasha Chugg
 Carl Cooper
 Jane Hutchinson
 Alyssa Mahar
 Molly Marshall
 Gary Martin
 Aran O'Neil
 Dusten O'Neil
 Tully O'Neil
 Alicia Perry
 Cath Ralston
 Veronika Tietz
 Fiona Turney
 Melody Winter

I-LEAD YP 2024

Valentino Ang
 Monique Artis
 Aprile Baird
 Chloe Barrow
 Ash Berwick
 Nicholas Broadfield
 Ebony Campbell
 Adrian Chladil
 Ella Clausius
 Casey Elmer
 Annabelle Erskine
 Isabella Firth
 Caitlyn Halton
 Laken Harrison
 Joshua Hniat
 Nicholas Hniat
 Grace Keath
 Kate Lindsay
 Annie McCann
 Monique Medwin
 Oliver Oxley
 Nikunj Kumar Patel
 Anne Rathjen
 Claire Ripper
 Elliot Ross
 Patikiri Senavirathna (Janitha)
 Monique Smythe
 Baxter Swan-Preece
 Callum Thompson-Young
 Justin White
 James Williams
 Talsa Yates
 Wen Yu (Ivy)







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Leaders

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