

LEAD Loddon Murray Leading Excellence Maryborough

“I started Leading Excellence Maryborough feeling lost but with a desire to positively shape the community I’m raising my children in. With my values defined, trust restored in my instincts and a joyful heart I’m prepared for the next adventure.”

Vanessa Parker, Graduate 2018



Graduates of Leading Excellence Maryborough in 2018 found new opportunities to contribute to the community, advance their careers, influence decision makers and confidently lead change. It's your turn.

APPLY NOW

Applications close on 29 January 2019.
To apply, visit <https://www.leadlm.org.au/>
or email lisa@leadlm.org.au

Why participate in Leading Excellence Maryborough?

- 30 participants.
- 13 dynamic program days.
- Learn from speakers who work across the world and in our local community.
- Make a difference by delivering a community project.
- Learn how to influence change.
- Make new friends and connections in Maryborough.
- Develop new skills in public speaking, advocacy, influencing others, project management and leading teams.



Outcomes you can expect

- Be informed, inspired and connected with other emerging leaders in the Central Goldfields Shire.
- Build on existing personal and community leadership skills.
- Develop your understanding of civic leadership and the role of local government.
- Increase your awareness and understanding of issues influencing communities within the Central Goldfields Shire.
- Make new connections within Central Goldfields Shire and the Committee for Maryborough.
- Develop your communication and influencing skills, to help build an empowered and positive narrative about belonging in the Central Goldfields Shire.

Benefits for employers:

Leading Excellence is an outstanding professional development opportunity for local employers. The program forges valuable networks between participants, connecting your organisation with others through opportunities to give back to the community. Participants collaborate on community projects with the Committee for Maryborough, sharing their skills and energy to advance the Committee for Maryborough's vision: to become a centre for rural economic transformation.

“Leading Excellence Maryborough connected me with ‘lots of members of this community who are already and are keen to do more to change the narrative of the community - both new and long- term residents have the same goals!’

Giselle Port, Graduate 2018

“The Leading Excellence Maryborough program taught me ‘that I have more power than I thought. That small teams of people can create huge change and that passion is a key motivator. Be the change I want to see and set the wheels of influence into motion to a new compass point. Destination positive, fun and lovable town’

Kerry Dowling, Graduate 2018

“The design thinking model explored at the Bendigo Innovation and Invention Festival brought great value to both my work and community contributions”

Gillian Tattersall, Graduate 2018



“A big learning for me from Leading Excellence Maryborough was ‘the improvement in my skills in the workplace in both teamwork and leadership and personally as well’

Sarah Broad, Graduate 2018

Cost of participating:

Participants are asked to make a contribution of \$150 each. The true cost of participating is \$1200 each, and is supported by the Victorian Government. Some fully funded places are available, please talk with our team if you face barriers to participating in Leading Excellence.

Contacts:

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Overall Objectives

- To raise participants' awareness of regional and community-based issues and opportunities and their impact/potential impact on those issues as individuals, group members and community members;
- To raise participants' understanding of themselves and others in a leadership context;
- Participants will be challenged, engaged, inspired, connected and upskilled to make a contribution to their community, industry or cause;
- Community projects delivered with impact
- To collectively take responsibility for visioning and co-creating an exciting new socio-cultural-economic story / future for the Central Goldfields

Our Approach

The program includes a balance between dynamic activities to challenge participants critical thinking and leadership in action, and skill development workshops. The program features a diverse mix of guest speakers and presenters from within Central Goldfields Shire and from rural towns with a shared vision or common interest with the group. In 2019 participants will join up with the Loddon Murray Community Leadership Program twice, to build connections and explore synergies across community projects, issues and agendas for change.

Guiding Principles

- Understanding ourselves in the context of groups and community;
- Understanding leadership as service and civic responsibility;
- Skills based leadership learning – workshops;
- Story based leadership learning – guest speakers and site visits to assist participants in gaining a real time insight into leadership skills and theory in practice, in their own context;
- Bringing the learning into action - community projects & civic leadership opportunities;
- Bringing the learning into awareness – self-reflection & mentoring.



"I discovered the importance of understanding myself, in order to better understand others. To be an effective team member & leader you need an awareness of self, an awareness of others and a willingness to adjust."

Giselle Port

Leading Excellence Maryborough

Program

Friday 22 February: Welcome Participants

Drinks Reception
Golf Club

Participants will be formally welcomed into Leading Excellence Maryborough for 2019 and provided with an energetic overview of the program and what to expect from Graduates. The welcome drinks are an opportunity for Participants to meet each other and to enlist the support of their family and friends in their program year by bringing them along to the reception.

Friday 1 March: Setting the scene - Opening Weekend Retreat

From 3.00pm
Overnight stay

"Where there is vision, the people flourish."

The opening weekend retreat is a new feature of Leading Excellence Maryborough. The weekend incorporates an afternoon of sharing Central Goldfields identity and story, from the perspective of established leaders and Graduates of the 2018 Program.

The group set shared values for how they will work together and participate in a goal setting exercise, to articulate what they would like to get out of the program personally, professionally and to support their work in the community.

The opening weekend retreat will introduce participants to LEAD Loddon Murray's approach, including the About Me presentations and community projects.

Learning Outcomes:

- To introduce participants to each other and begin building the team learning environment
- To welcoming participants and build on participants' understanding of the purpose, plan, intended outcomes of the program
- To introduce participants to, and build an understanding of the underlying principles and key delivery methods of the program (including community projects, mentors, self-reflection, self-responsibility, asking questions, giving & receiving feedback)
- To introduce participants to, and build their understanding of community leadership
- To the develop participants' passion to serve their communities through leadership roles.
- To introduce participants to the Vision of the Committee for Maryborough and invite them to become active participants in responding to it.

Saturday 2 March: Understand- ing yourself, others and building teams

9.00am-5.00pm

Bob and Heather McNaught's session was a highlight of the 2018 Leading Excellence Program. Bob and Heather take participants through a dynamic and engaging session on personality types and how they play out in the workplace, families and community groups.

Learning Outcomes:

- To develop a greater understanding of themselves and others, to be more effective leaders.
- To develop participants' appreciation of teamwork and group dynamics.
- To raise participants' awareness of the need to reflect and the need to give and receive effective feedback and emotional support.
- Lucy to develop and facilitate team building challenge and provide materials and slides to debrief and link back to leadership skills.
- The art of asking great questions.

“Leading Excellence Maryborough taught me ‘a lot about myself and how I can implement this in my leadership journey.”

Tony Dunlop

**Tuesday
19 March:**

Planning and
delivering a
community
project

3.00-8.00pm
with dinner

Designing and delivering a community project is a key element in participants experience of Leading Excellence Maryborough. This session develops participants understanding of PRINCE II (Projects in controlled environments) and gives them the tools, processes and confidence needed to plan and deliver a project that will benefit the local community.

Aims:

- To reflect on personal growth and leadership challenges participants have faced since the previous session.
- To further develop participants' understanding of effective leadership and to reflect on their own leadership strengths & weaknesses their leadership skills and qualities.
- To further develop participants' understanding of project planning and implementation

**Tuesday
9 April:**

Lessons from
Inspiring Local
Leaders

9.00am-5.00pm

“If it is to be, it is up to me.”

Leading Excellence Participants will split into small groups and join a vibrant walking tour of Maryborough. Participants will interview locals through a series of short meetings in businesses, community groups, council and service organisations. Leaders will present to each small group on their views on community leadership, their perception of the Central Goldfields Community, its strengths, weaknesses and opportunities for change. Participants gather for lunch to reflect on central themes from inspiring locals. The afternoon session includes a tour of three large employers, to learn more about their approach to developing leaders in the business.

Aims:

- To visit businesses and other community assets to explore leadership in action
- To hear from community leaders to share stories and lessons of transformation
- To reflect on personal growth and leadership challenges participants have faced since the previous session.
- To have participants examine the contributing factors towards making vibrant communities with particular focus on community & economic development.
- To develop participants' leadership skills through their exposure to leaders in industry and the community.
- To look at opportunities and challenges of the Regional communities

“My main learning from the Leading Excellence Maryborough program was ‘Influence the influencer and empower the team.’”

Gabriel DeHavilland

Leading Excellence Maryborough



**Thursday
2 May:**
Civic
Leadership
Masterclass

5.30-9.30pm
with dinner

How to build and run a successful campaign to get on Council with Ruth McGowan

Ruth McGowan is an experienced senior leader with significant expertise in local government, state and federal elections. Ruth worked alongside her sister Cathy McGowan (Independent Member for Indi in the Australian Parliament) during Cathy's campaign. Ruth provides coaching and facilitation services to help emerging community leaders understand what's involved in running for Council and how they can structure a campaign to increase the likelihood of being elected. This session will be promoted to Leading Excellence Maryborough Graduates and may potentially be offered to members of the broader community.

Learning outcomes:

- How to structure a campaign.
- Why it's important to have a plan for your election campaign and early days if successful.
- How to deal with challenging stakeholders throughout the campaign process.

**Friday
3 May:**
The Joys and
Challenges
of Serving on
Council

9.00am-3.00pm

This session provides participants with an understanding of how Council works, the legislative environment and the lived experiences of Councillors from Greater Bendigo, Loddon, Hepburn, Mount Alexander and Macedon. Participants will meet Lucy Roffey, CEO of Central Goldfields Shire and Administrators Noel Harvey OAM (Chair), Hugh Delahunty and Karen Douglas and receive a presentation from the Central Goldfields Shire on their perception of the strengths, weaknesses, opportunities and threats for the Shire's region and for Maryborough.

Learning outcomes:

- Understanding the legislative environment in which local government operates.
- Meet the CEO and Administrators of Central Goldfields Shire, understand their roles and how their roles relate to each other.
- Gain lived experience perspective from other Councillors from neighbouring shires.

**Friday
31 May:**
Regional
Leaders
Forum

9.00am-10.00pm

Regional Leaders Forum

Participants will be transported to Bendigo for a big day of inspiring, challenging and thought-provoking presentations and activities about leading change. LEM participants will join their peers in the Loddon Murray Community Leadership, LEAD's Regional Graduate Network and guests for the one-day conference.

Vision of the Region Dinner.

An annual event to bring inspiring community leaders across the Loddon Murray together, the Vision of the Region showcases four speakers from different walks of life, on their vision for our region. This is followed by passionate debate, great questions and challenges from LEM and LMCLP participants. The evening is an outstanding networking opportunity for emerging leaders from Central Goldfields.



**Saturday
22 June:**
Immersive
Leadership
Challenge

9.00am-5.00pm

Mount Tarrengower Immersive Leadership Experience

Mirawa Outdoor Experiences will lead participants through a one day challenge to gain insights into their leadership style under pressure, in a team environment.

The team at Mirawa provide a contextual understanding of the history of Mount Tarrengower and its neighbouring communities from an Indigenous perspective.

Learning outcomes:

- Reflect on your strengths and weaknesses when under pressure.
- Get out of your comfort zone and practice communication when the stakes are high and others are relying on you.
- Build camaraderie in the team, foster deeper understanding of participants personalities and leadership styles.

**Tuesday
16 July:**
Advocacy

3.00-8.00pm
with dinner

Be a powerful advocate for your community

This session

Aims:

- To enhance participants' understanding of, and skill in advocacy
- To encourage participants to find their voice
- To assist participants in getting their message across with community, media and social media.
- To explore powerful advocacy through values based communication

**Saturday
17 July:**
Leading for
social Justice
and Equality

9.00am-5.00pm

This session will bring participants back to their initial work around core values to examine values at a community wide level. Participants will learn about strength based community development models, receiving presentations from Go Goldfields and Rotary.

Participants capture a reflection on the nature of leadership required to move toward communities which are socially just and inclusive.

Learning outcomes:

- Identify the characteristics of a strength based community development model.
- Evaluate aspects of a living strength based community development approach.
- Develop a personal definition for social justice.
- Reflect on individual leadership approach to inclusiveness and fairness.

“Leading Excellence Maryborough is a ‘good grounding of information into taking on Leadership roles. I’m getting on with my project and see how this translates into supplementary activities and joining other local groups to multiple my efforts.”

Lisbeth Long

Leading Excellence Maryborough

**Friday 20
September:**
A new story

A New Story -Shifting the Narrative

Local Acts of Love- Newstead Tour : A highlight of the 2018 Program, Gilbert Rouchestour will come back to lead our group through the work of the village well, developing people and place.

Gilbert's session is high energy, high impact and focusses on coming up with ideas to influence a whole community's story about itself. As was the case in 2018 this workshop will be opened up to members of the community in Maryborough and will include LCMLP Participants.

The afternoon session includes a walking tour of Newstead with community leaders, explaining initiatives they have got up and running in their town.

**Tuesday
18 October:**
Communicat-
ing with
impact

3.00-8.00pm
with dinner

Final Program Day- Preparation for Graduation

Community Project Updates within the group.

Walking tour of Maryborough and small revolutionary acts of love- implementing learnings from Gilbert's session.

Preparing for Graduation.

Communicating with impact (in the lead up to Graduation).

**Thursday
24 October:**
Graduation
Evening

Graduation

To acknowledge & congratulate the graduating members of the 2018 Leading Excellence program

To share stories and learnings of the 2019 participants

To recruit participants for 2020.

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