

# Loddon Murray Community Leadership Program

---

Developing inspiring, capable leaders who influence positive change in local and regional communities.



“What an honour it was to be amongst some truly incredible emerging and current leaders. I loved the range of experiences we had and the exploration of the wonderful communities in the Loddon Murray Regions. I was exposed to amazing people with incredible stories to share - allowing us as participants to see the world from so many perspectives. It was a journey of learning that I will never forget”

Elaine Hamilton 2014, Echuca

## LEAD Loddon Murray

**LEAD Loddon Murray is a not for profit organisation governed by a Board of Management that aims to develop leaders for vibrant and sustainable regional communities.** The Loddon Murray Community Leadership Program (LMCLP) has a rich 22 year history, and today has more than 470 graduates making extraordinary contributions and leading change in their communities. LEAD Loddon Murray estimates our Graduates actively serving local communities contribute \$2.5million per annum in volunteer labour to the region.



Genevieve Policarpio and Emma Dotollo 2018

## Our Vision

### **Vibrant and sustainable regional communities.**

LEAD Loddon Murray provides communities with the confidence and knowledge to be clear about what they want to achieve, to find strength within the community and to lead themselves. Communities know their people and environment best. Therefore, when local people come together to identify and solve issues themselves, the results are deeper, more effective and sustainable.

## Our Mission

### **To empower and inspire leadership.**

LEAD Loddon Murray develops leaders, builds capacity and facilitates conversations to empower and inspire leadership. We partner with government, business and the community sector to deliver experiences which cultivate effective leaders. We scaffold our participants learning by building relationships, developing skills, raising awareness and demonstrating responsible leadership in action. We provide an outstanding adult learning environment, which values peers experience and showcases leadership theory in action, through the stories of established community leaders and groups.

“From social justice and human rights, to homelessness, women’s rights, Aboriginal affairs and politics, this program covered it all. I came away feeling education, daunted, inspired and challenged. This was one of the best programs yet and I will be able to apply a lot of these learnings to my community leadership role”

Samantha Ferrier 2018, Echuca

“The program has given me a greater sense of opportunities beyond my immediate community. The program both challenges and develops participants through strategic programs and activities. I would recommend the LMCLP to anyone that is looking at ‘unlocking their potential’ to benefit their communities. You also get to meet and develop relationships with some very inspirational people”

Andrew Whatley 2013, Boort

The LMCLP has exceeded my expectations, a once in a life time opportunity. Learning about yourself, who you are, what you are good at and areas to improve, always ask questions, you can achieve whatever you want to. It has been a journey of discovery – a better understanding regional issues, the people, and the strengths that drive our region. Travelling to other communities, towns, cities, to hear stories of leadership, their challengers and outcomes, speakers we would never have the opportunity to hear all who have put their hand up to make our communities a better place to live”

John Boyd 2013, Rochester





LMCLP 2013



Matthew Hawken 2008

**“Since I’ve done the Loddon Murray Community Leadership Program all of the roles I have taken on have had a real focus on community development. The program showed me the importance of the community in making things happen”**

Beth Taylor 1999, Bendigo

## Values

**Integrity:** We operate in an open, transparent and sustainable manner at all times and conduct our relationships with honesty, trust and compassion. We value diversity in our organisation, programs and community.

**Innovation:** Our actions foster creative ideas and identify opportunities to grow our communities. We are committed to lifelong learning, personal growth and self-awareness.

**Inspiration:** We engage, encourage and empower individuals and communities.

## Our Region

**Our region, the Loddon Murray, is expansive and diverse.** Our functional regional economy is heavily influenced by agriculture and manufacturing. More than 80% of our small townships have a population of less than 1,500 residents and inspire us with their creativity and determination in continuing to meet the needs of local residents. The breadth of our region adds tremendous value to the rich diversity of the program, enabling participants to explore and gain deeper insights into the role of community leaders in different situations. Dynamic shifts in population, demographics, environment and prosperity and wellbeing in rural townships, major centres and our regional city present unique opportunities, threats and trends community leaders benefit from understanding.

Our region covers ten local government areas including:

- Macedon Ranges
- Mt Alexander
- Central Goldfields
- City of Greater Bendigo
- Campaspe
- Gannawarra
- Loddon
- Buloke
- Swan Hill
- Northern Grampians





LMCLP 2019

## Why Participate in LMCLP?

An outstanding opportunity to become your best self and to develop your skills into becoming an effective and caring leader in your community.

- Enhance awareness of self, others and community.
- Deepen your understanding of leadership styles, skills and attributes.
- Join a peer group of 25 motivated, energised participants.
- 22 dynamic program days, including a study tour to Canberra.
- Full immersive experience of leadership development in community settings.
- Deep dive into regional communities, their challenges and opportunities and what makes them thrive.
- Develop skills in project management, public speaking, advocacy, influencing change and leading teams.
- Make a difference through delivering a community project.
- Access our influential network across the region and beyond.

## Outcomes

LEAD Loddon Murray provides communities with the confidence and knowledge to be clear about what they want to achieve, to find strength within the community and to lead themselves. We acknowledge and build on the tremendous work of community leaders, building vibrant and sustainable regional communities. LMCLP prepares people to respond adaptively to their community's needs by:

- Creating, courageous, capable community leaders.
- Mobilising effective leaders to be catalysts for positive change in our region.
- Amplifying the voice of local leaders in decision making processes.
- Teaching leaders how to effectively use influence in advocating for change.
- Constructing powerful regional networks and providing access to resources to mobilise projects, services and connections, meeting local needs.

## Benefits for Employers

The Loddon Murray Community Leadership Program is an outstanding professional development opportunity for employers. Your organisation will align itself with the premier community leadership development organisation in our region. Our Graduates;

- Understand the subtle nuances in relationship building, service and commitment to lead in a regional environment.
- Are aware of the unique characteristics of each major community in the Loddon Murray Region. They can effectively engage communities in dialogue and lead a call to action.
- Improve their performance in effective communication, public speaking, team development, negotiation, community consultation, advocacy, productivity, grant seeking, governance, creativity and problem solving.
- Develop self-confidence and self-awareness, and are prepared to take on greater roles of responsibility in their workplace, industry and community.
- Through access to our alumni network, partnerships and events, your organisation will align itself with a strong network of business, local, state and federal government leaders and senior managers.

## Cost of Participating

Participation fees are structured so that there is an individual and organisational component and tiered to enable a diverse range of people to apply.

|   |         |
|---|---------|
| <b>Self-Funded</b>  | \$1,815 |
| <b>Community Organisations</b><br>(Not for profit with less than 100 staff) | \$2,200 |
| <b>Employer/Corporate</b>   | \$7,700 |

Participants are asked to make an individual contribution of \$330 each.

Some fully funded places are provided through the generous support of our program sponsors, please visit our website or talk to our team about scholarship places.

## How to Apply?

**Applications are open  
from September 1 to  
September 30.**

Visit [www.leadlm.org.au](http://www.leadlm.org.au)

## Our Approach

The program is designed using a unique delivery model, connecting participants with over 100 people involved in leadership practice. It fosters awareness of situational leadership, understanding and responding to the needs of those we seek to support and authentically being of service bringing our whole selves to the table to participate. The year of leadership development incorporates dynamic activities to challenge participant's critical thinking and mindsets, and utilises interactive workshops to refine and develop adaptive leadership skills to help tackle complex challenges. Participants will be immersed in community leadership through site visits to discover new ideas, thinking, concepts and new approaches to leadership. The program features a diverse mix of guest speakers and presenters from local community members to Federal politicians, all with the aim of developing a rich leadership story and context focusing on positive change for the region.

## The LMCLP's Points of Difference

Participants are challenged to reflect on their personal narrative, exploring assumptions and challenging limitations with which they may have formed a truce. Participants each deliver a ten minute 'About Me' presentation during one of the program days across the year. Graduates frequently comment that listening to their peers About Me Presentations offered them a deep insight into the experiences and choices that develop a service orientation in leaders. About Me presentations often highlight the extraordinary resilience of community leaders and foster an atmosphere of high trust and reciprocity in the peer group.

Participants travel the region together, car pooling to program days. The time leading into and post program days in small groups provides an invaluable opportunity for shared reflection. Participants are encouraged to explore how they will integrate insights taken from each day into their workplace or community group.

## Guiding Principles

LMCLP is a transformational program, delivered over 10 months to support participant's personal and professional development.

Our guiding principles include:

- Understanding leadership styles and behaviours and how to influence others in complex environments.
- Build peer relationships and provide the opportunity to explore the more challenging aspects of leadership in small groups.
- Story based learning – immersing participants in real time community leadership. Hearing insights from practitioners, on their land, creating change with their people and community.
- Deep reflective processes to identify strengths and weaknesses and pathways to personal growth.
- Connecting emerging leaders across sectors and generations and building meaningful relationships.
- Giving back through powerful community projects.



Shandel Keele, Leanne Willis  
and Elaine Hamilton 2014

## Program Objectives

- Develop creative, courageous, confident community leaders.
- Build on existing personal and community leadership skills.
- Increase awareness and understanding of regional issues, resources and networks.
- Establish a regional 'leadership network'.
- To raise awareness of participants understanding of themselves and others in a leadership context.
- To challenge, inspire and upskill participants to make positive contributions in their community.
- Learn how to work in uncertainty and to adapt and thrive in rapidly changing environments.
- To make positive contributions to community through high impact projects.



# Program



Eddie Iob, Caleb Maxwell  
and Brett Thompson 2019

## **Program Launch - Meet and Greet**

An informal afternoon get together with Participants, Program Manager and the LEAD Loddon Murray Team. Time to introduce yourself to those you will be sharing a good portion of the coming year with. A supporting environment to ask questions and share a little about yourselves with each other before the evening of the Program Launch.

## **Opening Weekend Retreat**

The opening weekend retreat provides a relaxed environment for participants to get to know each other, explore the drivers for participants in joining the program and share their intentions for what we will get out of the experience. The activities will provide a place to push the boundaries on conventional leadership thinking and explore leadership as process to serve people and communities.

### **Learning Outcomes:**

- A welcoming introduction to the coming weekend and understanding and awareness of self.
- Increased understanding of personalities, thinking styles and unique characteristics. We explore how those characteristics play out in group dynamics and how they can diminish or enhance leader's capacity to facilitate buy in.
- Building rapport with the LMCLP team, building connectedness, understanding of others and confidence in sharing the leadership journey.

## **Small Communities**

Small regional communities provide the perfect setting to explore and gain insights into how these small thriving towns are so successful. Participants will hear success stories from local council, businesses and individuals about overcoming challenges and finding innovative ways to engage with communities.

### **Learning Outcomes:**

- Developing a greater understanding of the issues, challenges and opportunities faced in small rural communities and how these relate to larger communities.
- Learning that a 'can do attitude' where limited support and funding are available can lead to great success.
- We will introduce the Community Project Charter and begin the exploration around community mapping.



Karin Flynn and Janet Pearce  
2013 with Paul Haw

**“The program was an uplifting, life changing, heart-warming and challenging experience that underpins my continued growth and personal development. It has given me knowledge, inspiration and resolve – amazing things happen when we collaborate!”**

Kim Hanlon 2010, Inglewood

## Leading Community through Change

This session will focus on hearing stories from local council, businesses and individuals about overcoming challenges, the pains of total disruption to their way of living and amongst the rubble finding innovative ways to emerge as a stronger community. A mixture of workshops, presentations and site visits will lead participants to increase their knowledge of agriculture and natural resource management and the value these have in our communities.

### Learning Outcomes:

- Developing understanding of leadership during difficult and trying times.
- Influence tactics and conflict modes.
- Increasing knowledge about entrepreneurship in rural and regional communities, embracing change and creating new opportunities.
- Increasing awareness of the value of agriculture in our region.
- Gaining insight into managing our natural resources.

## Regional Leadership Summit

Our Regional Leadership Summit closes the gap between the global and local perspectives by powerfully aligning themes, strategies and tools that support local leaders to have a big impact in their work. The summit will help local leaders master their approach to advocacy and have greater influence when making the case for change.

### Learning Outcomes:

- Foster connections between emerging and established community leaders from rural and regional towns.
- Engage emerging leaders in a dialogue about influencing community to achieve change.
- Develop a greater awareness of issues impacting the Loddon Murray through exposure to leaders in business, community and government.

## Mental Health and Wellbeing in Communities

Participants will hear from individuals and organisations that are leading the change around mental health and wellbeing. Emerging youth leaders taking active roles in council to stand up and be the change that is needed. Indigenous leadership and how it is changing the relationships we have around our First Nations people. Public speaking skills will be developed as an integral part of the leadership journey, empowering participants to present effectively.

### Learning Outcomes:

- Learning from the young leaders and how they are standing up and are leading the conversation around health and wellness in our communities.
- Developing skills to embrace and nurture a community back to health.
- Increase awareness of our natural environment and utilising our open spaces for the greater good.
- Learn powerful techniques for successful public speaking.

**“It was an amazing opportunity to engage with the Senators and members of Parliament, exploring the issues impacting on our region and forming actions from those discussions. The enormity of the experience I am certain I will feel for many years to come”**

Stuart McGibbon 2014, Axedale



Moustafa Al-Rawi 2017  
with community members

## Mid Year Retreat

The mid-year retreat provides an opportunity for participants to reflect on their leadership journey, their goals for the coming months and to dive deeper into exploring different themes of leadership. Participants also pitch their community project idea to the group.

### Learning Outcomes:

- Reflecting on the program experience so far, personal growth and deepening self-awareness.
- Increasing understanding about different levels of leadership and how they interact.
- Explore various leadership coaching skills and adaptability around change.

## Community Growth Corridors

A compelling point of difference in the LMCLP is understanding the viability of our communities to the larger context of our regional centres. What are the impacts and restrictions that make this a challenge for their community leaders? A mix of local government, economists and futurists as well as community members engaging in the change will provide insight around growth for our region.

### Learning Outcomes:

- Understand the risk and rewards of growth in farming regions.
- Learn from experts and local leaders on changes that are being implemented to embrace connections to the larger regional centres.
- Explore what hampers success and how to remove the obstacles.
- Economic growth has large impacts on communities, learn from emerging thought leaders on rural and regional development for our Shires.

## Vision of the Region

A unique opportunity to take a closer look at the Loddon Murray region with a future focused lens. What are the key attributes of the region, the resources, the natural environment, manufacturing and industry and the people. What challenges does the region face? Hear from global and local leaders about their vision for the region and how local leaders can make positive contributions to shaping the future.

### Learning Outcomes:

- Reflecting on what is a meaningful vision for our region and the contribution that participants can make to that vision in their own communities.
- To learn more about and understand our natural environment, key economic drivers and the people in the Loddon Murray Region.
- Understand how leaders can have an impact and shape the future.





Jan Webster and  
Marg Boers 2012

**“Hearing how passionate and connected to the people they represent in our regional area was a highlight for me. I feel much more engaged in the political process now and I understand how it works after meeting several members of the House and Senate”**

Anita Dickons 2014, Bendigo

## Canberra Study Tour

The Canberra Study Tour provides participants with exposure to a variety of advocacy issues and innovative projects at a national level, as well as enhancing their knowledge and understanding of Federal politics.

### Learning Outcomes:

- Enhanced understanding of the role of government in Australia, how legislation is formulated and the role of the Australian public service.
- Increased awareness of lobbying and advocacy processes.
- Develop a greater understanding of the interaction between science, sustainability, cultural and agriculture perspectives.

## Transformational Communities

This session will bring participants back to their initial work around core values to examine values at a community wide level. Participants capture a reflection on the nature of leadership required to move toward communities which are socially just and inclusive.

### Learning Outcomes:

- Strengthen understanding of social justice in communities.
- Gain greater insight into the history that led to Maryborough's disadvantage.
- Build knowledge around agencies available to help, what they are doing to help and their successes.
- Reflect on your understanding of your own core values.
- Develop ideas about as an emerging leader what capability you need to lead for social justice.

## Final Year Retreat

The end of year retreat provides a relaxed environment for participants reflect on their leadership journey and their plans for the future to consider what leadership means to them. Participants will share their final community project pitch to a panel and an audience of stakeholders and supporters.

### Learning Outcomes:

- Reflecting on personal growth and leadership challenges faced throughout the year.
- Facilitating participant's transition to the graduate network.
- Developing participant's skills by public speaking to a large audience.
- Acknowledgement of individual's growth and team efforts in participating in the program.

## Graduation

A crowning moment for the participants to graduate, a time when they come full circle back to their family, friends, peers, sponsors and graduates. A night to celebrate the incredible growth and learnings from the program. A time to step up and embrace the knowledge that their time has come to put into effect what they have learnt.

## LEAD Loddon Murray

### Contact:

Jude Hannah,  
Program Manager  
jude@leadlm.org.au  
0499 171 663

### How to apply:

Applications open on September 1  
and close on September 30 each year  
To apply visit [www.leadlm.org.au](http://www.leadlm.org.au)

---

### Principal Partner



---

### Program Partners



The  
Hugh Williamson  
Foundation

