



ANNUAL REPORT 2020

ENGAGING Young Leaders ON Aged Care & Community Boards

OUR COMMUNITY PARTNERS

This is a community collaboration building a better future for the aged care and community sector. Thanks to all the Community Partners.



CONTENTS

Achievements 4

Vision, Mission and Goals 5

Program Director’s Report 6

Program Faciliator’s Report 7

Investing in Leadership and Governance..... 8

Emerging Leaders in Governance 2020 10

Our Graduates..... 12

Governance Mission 14

Component 1: Emerging Leaders in Governance Program 15

Component 2: Unconvention Series..... 16

Component 3: Online Resource Toolkit 18

Finance..... 19

Community Support..... 20

State of the Nation Address 21

Our Graduates are ‘Making a Difference and Paying it Forward’ 22

2019 Program Feedback 25

Alumni Update 26

Save the Dates..... 27

OUR ACHIEVEMENTS

TO DATE



160 Emerging Leaders in Governance Program (ELGP) scholarships offered since the program's inception in 2013.



153 Young professionals have graduated from the ELGP since 2013.



111 Board Director Positions have been taken up by ELGP graduates in aged care, health, mental health, disability, drug and alcohol, education, training and peak body groups.



39 ELGP graduates have secured Board Traineeship positions.



21 ELGP graduated have secured Committee positions.

THIS YEAR



18 Emerging Leaders in Governance Program (ELGP) graduates (100% of young professionals this year graduated from the program).



Four new Community Partners came on board.



Four eBook projects were produced by the ELGP 2020 graduates on the following topics:

- A Digestible Guide on Risk Appetite for New Board Members
- Compose a More Effective Board
- Develop Strategies for a Successful Board Meeting
- Back to the Future: How a Not-For-Profit Board Might Evolve



OUR VISION

To create a world-class aged care and community sector underpinned by strong Board governance and leadership.



OUR MISSION

To facilitate age diversity on community Boards to improve Board performance.



OUR GOALS

- A successive recruitment stream of Board-ready young professionals to strengthen community Board governance.
- A strong coalition of community partner organisations committed to cultural change and the inclusion of young professionals in Board governance and leadership.
- An evidence body of research, information and resources to engage and promote age diversity on community Boards.

PROGRAM DIRECTOR'S REPORT



Contact for Community Partners
Email: nicky.h@southcare.org.au
Mobile: 0419 942 185

Communication remains the central tool in a crisis, as does our need to take decisive action with courage, based on imperfect information and the knowledge that expediency is essential. In early February 2020, we launched our eighth Emerging Leaders in Governance program and took the decision in late February to move to the program online. In addition, we postponed the networking event and our Community Partners continued with their in-kind support by mentoring the young leaders using online technologies. We are grateful to them for their commitment to making it work!

We also understood our Community Partners' capacity to financially contribute at this time would prove challenging. We opted to embrace the long view about this program. We are staying focused on the horizon and our vision: To create a world class aged care and community sector underpinned by strong Board governance and leadership. Accordingly, we cut costs and we continue to search for new funding partners.

This program has always been community-led, and calls for us to be empathetic, to walk compassionately in the shoes of others and be rational in order to protect Community Partner financial contributions. I am pleased that we can report back the successes and impact our collective leadership is making in our communities.

We are working through how to organise the program differently for 2021, and how we can accelerate best practices around collaborations, flexibility, inclusion and accountability. We are holding on to the lesson 'those who move earlier, faster and more decisively do the best'. I encourage you to move quickly to secure an Emerging Leader in Governance graduate.

Dr Nicky Howe
Program Director

The Heart of Resilient Leadership

Due to the COVID-19 pandemic, we have introduced different ways of leading and governing over the past 12 months. The rapid spread of the virus quickly eclipsed other recent pandemics in both the size and scope. In addition to the deadly human toll and disruptions to millions of people's lives around the world, the economic damage is significant and far reaching.

In the face of these challenges and risks, board and seniors' leaders are rightly concerned about how their organisation and their beneficiaries will be affected, and what we need to do next to meet their needs and concerns. The sector embraced fundamental qualities of resilient leadership in order to guide their organisations through the crisis.

As leaders of For-Purpose organisations, our need to put our mission first remained central to stabilising our organisations and meeting the crisis at hand while finding opportunities amongst difficult constraints. The importance of embracing technology in the boardroom was first highlighted in the early years of the Engaging Young Leaders on Aged Care and Community Boards program. This year, we saw significant benefits emerge as Boards were effortlessly able to receive Board meeting packs via online governance portals and undertake their governance roles via secure online platforms.

PROGRAM FACILITATOR'S REPORT



Contact for Program Support and ELGP
Email: alicia@alyceum.com.au
Mobile: 0413 565 338

into their virtual board meetings and we thank them for their flexibility. Kudos to our 2020 participants who showed great resilience and grace in the face of uncertainty.

While our first Unconvention (on the role of purpose) in March was delivered face-to-face just before the event restrictions came in place, our second Unconvention went online with an exciting opportunity to go global with our speaking line up. Six guest presenters joined us from India, Singapore, Sydney and Bendigo. This was a terrific opportunity to gather new perspectives, conversations and connections. The event also attracted a broader range of participants from all over Australia. The Unconvention theme on boardroom relationships explored the benefit of authentic connection between Board Directors, CEOs and stakeholders.

Inclusion of people who think differently can powerfully impact the quality of conversations and decision-making. Our ability to harness diversity in the boardroom relies on directors showing inclusive behaviours. 2020 has raised our consciousness once again to the importance of inclusion and the insidious nature of bias and its ability to infiltrate all areas of lives. There is a strong continuing need for us all to do the work to overcome bias to truly become an inclusive society.

The Not-For-Profit sector will play a vital role in the support and recovery of the community during and after COVID-19, and in resolving racial injustice. During this trying time, the strength of our relationships will hold us in good stead to support each other as we support the community. While we will continue to feel the challenging effects of this year for a while to come, there is also an opportunity to use these challenges to create even stronger, more resilient leaders and communities together.

Alicia Curtis
Program Facilitator

Community, connection, resilience and adaptability

The experience of 2020 has taught us a great deal. The importance of community and connection, resilience and adaptability, and the robust leadership required amidst uncertainty. It has highlighted how interconnected we are as a global society and how our community ecosystem is only as strong as our most vulnerable counterparts.

There is no doubt that boards, organisations and our communities have been deeply challenged by the effects of COVID-19. However, in the midst of adversity comes shining examples of people rising above to serve the greater good. My gratitude and thanks to the Community Partners who have continued to support the Engaging Young Leaders on Aged Care and Community Boards program during the immense challenges of this year.

The difficulties of COVID-19 challenged our program. However, it propelled us to further innovate the way in which we deliver our program. This year, like many boardrooms and workplaces, half-way through our Emerging Leaders in Governance program, we turned completely online to connect and learn. We hosted workshops and panels, and we even conducted our graduation online.

The strengths of our relationships, Our care and concern for each other allowed the program to succeed, despite the change in delivery. Many organisations greeted our participants as observers

INVESTING IN LEADERSHIP AND GOVERNANCE

Community Partners

Looking back to 2013 when Southcare launched this program with MercyCare and Baptistcare, it is inspiring, encouraging and a show of remarkable success that we now have 40 aged care and community organisations supporting the Engaging Young Leaders on Aged Care and Community Program as Community Partners.

What began as an initiative for the aged care sector has now extended into the community, state, local government and the business sectors.

Our Community Partners are in aged care, disability, health, youth, education, training, offender, drug and alcohol rehabilitation, advocacy, housing, recruitment and a wide variety of community, social and neighbourhood services. In our diversity, we are committed to the mission of attracting talented young people with a broad range of skills and experiences onto our Boards and Committees. This will enable them to undertake governance roles, help ignite innovation through new ideas and perspectives, be part of Board succession planning and contribute to a leadership foundation that connects effectively with our diverse community of customers and stakeholders.

Not only do Community Partners sponsor the program financially (scholarships and events), they also provide in-kind support by sharing their knowledge and experience as speakers at our Unconventions, networking events, and as intergenerational mentors. Community Partners invite our Emerging Leaders in Governance Program (ELGP) participants into their organisations for site visits.

They also offer Board observations and traineeship opportunities to ELGP participants and graduates, and several Community Partners have welcomed outstanding graduates as Directors onto their Boards of Governance.

The State of The Nation event held in July 2020 saw our Community Partners bring with them potential new partners, which resulted in new people learning about the program.

We also thank Identitywa and Rise Network for providing venues and catering for our September and March Unconventions

Our existing Community Partners are instrumental in securing new supporters

We welcomed Anglicare, Avivo, Leadership WA, Council of the Ageing (COTA) and Edmund Rice Centre WA as new Community Partners. These organisations support the program financially and through in-kind contributions, including participant mentoring, Board observations, and guest speaking. We are proud to have 38 Community Partners working with us to make Board diversity the standard.

Town of Victoria Park, Amaroo, Melville Cares and LASA withdrew their financial support. We gratefully acknowledge their contribution to the program.

New Community Partners



Community Partners 2020

We thank all our Community Partners for their courage, time, resources and money to facilitate opportunities for a new generation of Board Directors.

Activ
Avivo
Advocare
Anglicare
Baptistcare
Bethanie
Brightwater
Chorus
City of South Perth
Community Vision
Como Rotary Club
Council of the Ageing (COTA)
Edmund Rice Centre WA
Foundation Housing
GRAI
Hall & Prior
Holyoake
Identitywa
Independent Centre for Applied
Not-for-Profit Research
Interchange
Jackson McDonald
Leadership WA
Linkwest
MercyCare
Mosaic
Nulsen Disability Services
Palmerston Association
Rise
Ruah
Southcare
SwanCare
TADWA
UnitingCare West
Volunteering WA
WACOSS
Wanslea
YWA
United Way West Australia



New Community Partner Council On the Ageing WA

Council On The Ageing WA is delighted to be a supporting partner of the EYLACCB program. As the peak body for seniors in Western Australia, we are an organisation committed to serving both the community and the sector through our respective roles of advocacy and sector leadership. To demonstrate best practice governance, the COTA (WA) Board is reviewing its constitution and structure, to ensure we are representative of our cohort and to set a strategic vision for addressing issues relating to seniors, now and in the future.

Our partnership with the EYLACCB program provides us with access to emerging talent—effectively the future generation of seniors. These committed young professionals, who are seeking to contribute to the community sector via a NFP Board, can provide a fresh and different perspective in areas such as diversity, intergenerational thinking and challenging the status quo.

We look forward to a valuable and productive partnership with Southcare and the EYLACCB program.

Christine Allen
CEO, COTA



New Community Partner Leadership WA

Diversity matters on board and we could not have achieved it without our Community Partners' support. Here's what CEO of Leadership WA, Dominique Mecoy had to say about their support to our Engaging Young Leaders on Boards program.

Thanks a million Leadership WA for supporting the program!

To find out more about becoming a Community Partner contact us at elgp@southcare.org.au

Dominique Mecoy
CEO, LeadershipWA

EMERGING LEADERS IN GOVERNANCE 2020

An information evening about this component of the program was held in November 2019. In December 2019, 36 young professionals applied for this highly competitive program. (Regrettably, demand for places surpassed availability.)

Each of the successful applicants was identified as having a combination of three different sets of attributes (experiential, personal, and demographic). In addition, applicants were ready to make a positive impact in the community as Board Directors and community leaders.

2020 ELGP Participant Attributes:

- Age Ranges: 24 - 39
- Professional backgrounds included law, finance, accounting, human resource management and international business, psychology, neuroscience, health promotion, marketing, commerce, economics, clinical audiology, health science and health policy and economics, engineering, urban and regional planning, nursing, public health, clinical psychology and chartered engineering, journalism, law, community development, occupational therapy, aged care and community services.
- Geographies of birth and culture: England, Ireland, Malaysia, Australia, Romania, Dutch, Singapore.

The ELGP commenced in January 2020. Program commitments for participants included a leadership retreat, site visits, Board governance and skills training, networking and mentoring sessions, Board observations, media promotion and group projects. The program was delivered by Alicia Curtis and supported by special guest presenters.

Several of our Community Partners and supporters provided opportunities for ELGP participants to attend and observe their Board meetings and have full exposure to Board papers, procedures, decision-making and operations.

This experience gave many participants the confidence to apply for Board positions and traineeships after graduation.

We would like to thank:

- Activ
- Avivo
- Baptistcare
- Brightwater
- Community Vision
- IdentityWA
- Interchange
- Linkwest
- Rise
- Southcare
- Swancare
- WACOSS
- Wanslea
- YMCA

Performance Results

Eighteen outstanding leaders graduated from the Emerging Leaders Program (ELGP) on 8 May 2020. The graduation ceremony, held online, was attended by partners and business leaders.

Graduates 2020

- | | |
|----------------------|---------------------|
| • Henry Burke | • Jamiela Khan |
| • Lisa King | • Enda Fahy |
| • Kathryn Penno | • Krishan Shah |
| • Aishwarya Srinivas | • Sophie van Dam |
| • Joanna Davis | • Mariette Luitjens |
| • Kassia Ralston | • Ryan Quinn |
| • Tegan Chick | • Nick Loke |
| • Elsie Blay | • Dianne McWilliam |
| • Sarah Parkin | • Thomas Parayil |

Board Traineeships

Board traineeships provide emerging leaders with the opportunity to experience the roles and responsibilities of a Board Director, without the financial and legal responsibilities. Through traineeships, participants gain an understanding of Board processes in a hands-on environment.

They read Board papers, prepared questions and attended Board meetings, participated in Board discussions and contribute their knowledge, skills and attributes.

In 2020, Southcare, Avivo, Mosaic and United Way offered 12-month Board Traineeships to ELGP graduates. Many graduates from previous programs have also gone on to secure Board Director positions after completing traineeships provided by Community Partners.

We offer our congratulations to the following 2020 graduates who have secured Board positions and traineeships at the time of writing this report:

- Kathryn Penno
Board Traineeship, Southcare
- Thomas Parayil
Board Director Southern Districts and Board Traineeship, Mosaic
- Aishwarya Srinivas
Board Traineeship, United Way West Australia
- Nick Loke
Board Traineeship, United Way West Australia
- Sarah Parkin
Board Traineeship, Avivo

The ELGP provides next generation leaders with skills, connections and opportunities to secure community Board positions.

Throughout the program, participants gain unique exposure to the issues, debates and challenges affecting community Boards, whilst also developing their leadership and governance skills. All graduates join the Alumni, members and community leaders committed to better Board governance.

OUR GRADUATES IN 2020



Henry Burke



Jamiela Khan



Lisa King



Tegan Chick



Kassia Ralston



Ryan Quinn



Enda Fahy



Kathryn Penno



Krishan Shah



Mariette Luitjens



Nick Loke



Elsie Blay



Aishwarya Srinivas



Sophie van Dam



Joanna Davis



Dianne McWilliam



Sarah Parkin



Thomas Parayil

A GOVERNANCE MISSION

The Engaging Young Leaders on Aged Care and Community Boards program is committed to strengthening Board governance and facilitating age diversity on community Boards.

We support these objectives through conversations, sharing Board knowledge and experience, delivering customised governance training, developing Board resources and offering Board observation experiences and traineeships which are provided through Community Partners, ELGP Graduates and our leadership networks.

To achieve our vision of creating a world-class aged care and community sector, underpinned by strong Board governance and leadership, there are three vital components of the program. They are represented in the following diagram



COMPONENT 1



EMERGING LEADERS IN GOVERNANCE PROGRAM

The Emerging Leaders in Governance Program (ELGP) is designed to inspire and support emerging leaders to actively volunteer in a governance and leadership capacity, as well as advocate for the not-for-profit aged care and community sector.

This innovative four-month program has three main learning outcomes:

- Enhanced knowledge and awareness about the aged care and community sector.
- Improved knowledge, confidence, skills and experience about Board governance and leadership.
- Improved contacts and networks with senior managers and Board Directors of a range of aged care and community organisations.

The ELGP syllabus includes:

- Self-awareness: values, mindsets, goals, strengths and reflection.
- Communication: public speaking, networking, listening and social media.
- Project management and teamwork.
- Becoming a Board Director of a community organisation: governance, roles and responsibilities of a not-for-profit organisation, importance of vision, mission and values.
- Insights into the diverse opportunities for leadership in the not-for-profit sector.
- Group projects: to address a vision or strategic questions within smaller teams.
- Mini challenges between workshops
- Information exchange: updates, discussion forums.

COMPONENT 2



UNCONVENTION EVENT SERIES

An Unconvention – what is that?

It's a common question. Unconventional forums are designed to shift, shake and reshape attendees' mindsets through experiencing a range of various alternative approaches to learning. We talk about unconventional ideas in the aged care and community sector. This part of the program includes half-day forums, which are directed at Board Directors and senior executive staff of aged care and community organisations.

Our Unconventions use a range of communication methodologies including open space technology, TED-style speakers, group-mapping and social media to create conversations before, during and after the events.

Mini challenges are incorporated to help organisations work on issues of importance between workshops, and then share their knowledge and experience.

Exploring the Purpose in the For-Purpose Sector Unconvention

On 10 March, RISE Network sponsored our 15th Unconvention. This event took place when we were all beginning to 'social distance' and tap elbows! The event was attended by over 50 people. This Unconvention explored the issue of Purpose and challenged participants to consider how purpose driven is their organisation and how often do boards and senior executives review and refine their organisation's purpose. Speakers challenged us to consider the breadth and depth of the scope of our organisations' purpose and how do organisations ensure they provide services in line with their constitutions objectives. This Unconvention explored how organisations can clarify their organisation's purpose to drive their organisations forward to serve more beneficiaries.

Purpose and Legacy was the title of the presentation given by Rebecca Tomkinson, CEO, Royal Flying Doctors (RFDS). Rebecca's passion and commitment shone through as she shared with participants the history of the service and how the Australian RFDS is the most comprehensive aeromedical organisations in the world, providing extensive primary health care and 24-hour emergency service to people over an area of 7.69 million square kilometres.

Southcare's Chair, John Dodman along with Alf Lay, Chair, Rise; Erica Haddon, Chair, Uniting Care West; and Lisa Longman, Chair, The Boxing Project shared their organisations' approach to how they have gone about re-defining the organisations purpose in order to serve their beneficiaries.

YMCA Western Australia Chair, Justin Eve provided a case study of how they moved to the YWA. His inspiring presentation explained how they implemented and managed the change process and how staff and volunteers are highly engaged with purpose of 'We believe in the power of inspired young people'.

This was followed by a 'Walk and Talk' session which gave participants a great opportunity to meet and mix with organisations who are also reviewing their purpose. Speakers included: Jackie Laurie Farmer, CEO, Country Women's Association; Marissa Verma, Board Director; Djidi Djidi, Aboriginal Women's Corporation; and Tina Williams, CEO Volunteering WA.

Cultivating Exceptional Boardroom Relationships Unconvention

On Tuesday 25 August, we hosted an incredible global line up for our Cultivating Exceptional Boardroom Relationships Unconvention.

This was our first online Unconvention which enabled us to attract both international and interstate speakers. Alicia Curtis utilised her many skills and talents to facilitate this online event and manage international, interstate times, speakers. The engagement of these far-ranging speakers made this a highly interactive Unconvention, providing the opportunity for over 88 attendees to learn, chat, ask questions and build the capacity of our diverse and committed community.

Speakers included:

- Nandu Nandkishore, former global CEO, @Nestle



Nestle Nutrition and Exec Board Director, Nestle, Asia, Oceania and Africa

- Su-Yen Wong 黄素燕, Chair, Nera Communications, Director, CPA Australia, Board Member, PeopleStrong
- Marina Go, Chair, Super Netball League Ltd and Ovarian Cancer Australia, NED, Energy Australia, 7-eleven and The Walkley Foundation
- Francis Lynch, Regional Director, Anglicare Victoria, past President of the ACOSS Australian Council of Social Service, and the Western Australian Council of Social Service (WACOSS)
- Juliet Bourke, Partner, Human Capital, Deloitte, TEDx speaker, author. AFR top 100 Women of Influence 2019, Australia
- Lali Wiratunga, National Manager, Westpac's Davidson Institute and experienced board director

There were so many great takeaways, here are just a few:

Nandu Nandkishore

- Setup respect, trust, safety in the boardroom to cultivate constructive dissent
- Boards to be focused 70% in the future, 30% on today
- Organisation sustainable value creation broader than financial

Juliet Bourke

- Your behaviours provide a leadership shadow in the organisation
- Need inclusion to access the value of diversity - fairness and respect, value and belonging, inspiration and confidence
- Inclusive leadership involves commitment, courage, cognisance of bias, curiosity, cultural intelligence and collaboration. Choose one to work on!

Panel: Lali Wiratunga, Su-Yen Wong, Francis Lynch

- Bring curiosity to learn about your fellow board members
- International representation can bring a different way of thinking
- Diversity may lead to complexity but complexity can lead to stronger outcomes. What is your goal? Expedience or excellence in board decision making
- Create alignment between board, chair and CEO. Chairs shouldn't rely on the CEO to 'do the work'

Marina Go

- Building relationships starts before you get to the boardroom!
- Understand your unique value that you bring to a board

COMPONENT 3



ONLINE RESOURCE TOOLKIT

The Engaging Young Leaders on Aged Care and Community Boards program has generated an extensive collection of leadership and governance resources, including videos (events, keynote addresses and discussions), research, interviews and projects undertaken by participants of the Emerging Leaders Governance Program.

This year we added all the learning from the Unconventions and governance resources. The resources were developed by the 2020 ELGP participants who produced four eBooks.

These are available on our website at <http://youngleadersonboards.com.au/resources>

Tool Kit Contributions



A Digestible Guide on Risk Appetite for New Board Members



Compose a More Effective Board



Strategies for a Successful Board Meeting



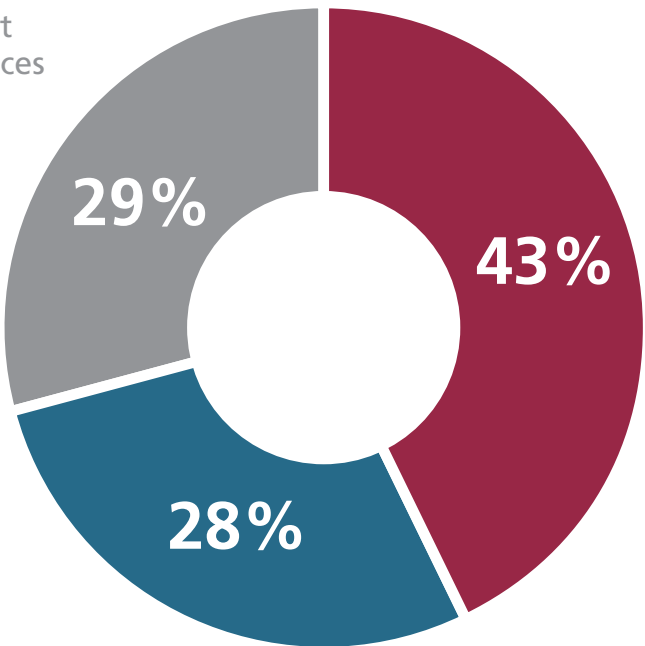
Back to the Future: How a NFP Board Might Evolve

FINANCE

In 2020, we received \$143,000 in financial support and \$21,450 in-kind support (venues, training, services, speakers) from community partners.

Thank you for supporting good governance in the aged care and community sector.

Fundraising
Online Toolkit
Corporate Services



Leadership
Program

Unconventions

COMMUNITY SUPPORT

Intergenerational Mentoring

As part of the ELGP, we were able to offer inter-generational mentoring sessions with established community leaders to each ELGP participant.

It was a unique opportunity for these young leaders to learn from the successes and experiences of established community leaders. Participants reported gaining valuable coaching and guidance to progress their personal leadership aspirations, as well as gaining insights into real-world leadership challenges, techniques, and the traits of exceptional Board Directors.

Several participants have developed lasting connections with these leaders, thus building their confidence to feel accepted within the leadership community.

Acknowledgements and our thanks to all Community Leaders who provided mentoring sessions to the ELGP:

2020 Mentors

- Angie Paskevicius, CEO Holyoake
- Danielle Newport, CEO Activ
- Jane Chilcott, CEO Linkwest
- James Lawton, MercyCare Senior Executive
- Jennifer Lawrence, CEO Brightwater
- Jill Jamieson, Board Director Rise
- John Dodman, Chair Southcare
- Justine Colyer, CEO Rise
- Kath Snell, CEO United Way Western Australia
- Louise Giolitto, CEO WACOSS
- Nicky Howe, CEO Southcare
- Paul Malcolm, Board Director Wanslea
- Ross Kyrwood, CEO YMCA WA
- Marina Re, CEO IdentityWA
- Michelle Jenkins, CEO Community Vision
- Tricia Murray, CEO Wanslea
- Tony Vis, Chair ICANR
- Professor Angus Buchanan, Chair Avivo: Live Life Inc
- Rosemary Lawn, CEO Avivo: Live Life Inc
- Russell Bricknell, CEO Baptistcare
- Louise Forster, Director Palmerston

STATE OF THE NATION ADDRESS

Investment in growing leaders

Brightwater has been an industry partner for approximately six years. The initial reason Brightwater became a member was that we wanted to support investment in growing leaders for organisational and board roles within the aged care and community services sector.

Over the years, the reasons for continuing to remain a Partner have evolved. I have been delighted with the energy, confidence and skills that our own people are gaining from the program.

Investment in supporting people to grow is fundamental to Brightwater and it is common across the industry. However, through this program we are not only observing the growth and skills in our leaders, we are also exposing a broader base of leaders to our industry.

This year, some participants visited our brain injury rehab program, Oats Street. I was delighted with the engagement and the questions that the group put forward. As an industry, it's important to look outside our own sphere of influence for insights, as well as for new recruits to our industry.

A very wise person once told me that you will learn something from every conversation if you are prepared to listen. I have learnt something about myself from the mentoring sessions over the years and also the questions asked by the group that visited Oats Street.

It's a great reminder that although I have been in a leadership role for many years, I need to keep testing my paradigms, refining my skills and learning new skills.

The other observation that I have made about this program is that it reinforces the important discipline of the power of reflection. When I reflect on 2020 and the months of chaos and frantic activity, the fact that we have been able to support 18 people to graduate is a wonderful achievement and testament to the importance of the program.

Jennifer Lawrence
CEO Brightwater

State of the Nation Event 3 July, 2020

Over 35 people attended our first on-line Lunchtime State of the Nation event which included a Key Message from Jennifer Lawrence CEO of Brightwater.

We also:

- Updated Community Partners about the performance and achievements of the program.
- Showcased the Research Projects developed by the 2020 ELGP Graduates.
- Sought to increase the number of Community Partners.
- Saw attendees walk away with their hands full of resources to help them, and their Boards, navigate the major reforms in the aged care and community sector.

OUR GRADUATES

Making a Difference and
Paying it Forward

We love to hear how our past graduates are making a difference. These stories highlight the business and social impact of having young directors on Boards.



Mithun Parthiban
2019 ELGP Graduate

Mithun has been involved in digital transformation projects and senior delivery roles across a number of organisations. He is passionate about his work and has a keen interest in entrepreneurship. Mithun is a firm believer in 'Be the change you wish to see'.

Having completed ELGP in 2019, he sat on a few different Boards as an observer to better understand Board culture and the kind of challenges within each organisation. Mithun believes this journey of understanding an organisation's roots and strategy (and the challenges it faces) is essential before stepping into a Director role.

He believes ELGP equipped him with the skills, network and insights required before stepping into the not-for-profit sector and a Board role. He currently serves as a Board member with CLAN MIDLAND, an organisation that runs programs to empower parents with skills and knowledge to raise healthy and resilient children. ELGP also equipped him with the ability to contribute to a Board and a commitment to be an ongoing learner.



Courtney Koenig
2019 ELGP Graduate

Coordinator, Office of Operations – Child and Adolescent Health Service
Government Department of Western Australia Health Department

Courtney has a strong interest in health across the spectrum from primary health through to acute care services and is an active volunteer within the For-Purpose sector. Her interest and understanding of the public health system have been developed over the past seven years through working in various project management roles within WA Health.

The ELGP provided Courtney with exposure to the principles of effective governance and the opportunity to better understand the complexities of the For Purpose aged care and community sector. The support received from the program facilitators, community partners and fellow participants further enhanced the experience. The importance and power of knowing her purpose has guided Courtney since completing the program.

Following graduation, Courtney joined the Essentials for Women Sub-committee as part of the Essentials Collective with the purpose of empowering people in need. Essential everyday items are collected through donations and distributed directly to refugees and organisations to assist people within the community who are in need.

More recently, Courtney was appointed to the Women's Health and Wellbeing Services Board, A community-based, NFP organisation supporting vulnerable and disadvantaged women and families.



Curtis Reddell
2019 ELGP Graduate

Curtis describes the ELGP as an adventure. "I wasn't sure how I'd go, or whether I had a skill set that could contribute at a Board level. What I did believe was that through governance and leadership, I could create some positive change on a larger scale, so it was worth 'a crack'. The adventure turned out to be completely challenging, and transformational.

Every week I shared knowledge, vulnerabilities, challenges and triumphs with a diverse network of inspiring young professionals across the NFP, private and public sectors. I built a solid, multi-skilled network and made some great friends. Feeling the support from the cohort and the amazing facilitators (Alicia and Nicky) has helped me stay committed and front up to the challenges of the program.

There were plenty of hands-on learning experiences, lending themselves to real life boardroom situations, which was great for someone like me with a short classroom-based attention span. It was 'revelations galore' during the program. Revelations are the building blocks for transformation!

My three favourite revelations:

- Strategic thinking takes courage and vulnerability
- Govern for social impact
- Develop your leadership qualities, two qualities in particular:
 - 1 Seek and see different perspectives; don't just acknowledge them
 - 2 Good leaders master a few skills; they do not have to be good at everything

So fast forward to now, I have been able to give back, which has been most pleasing.

I am a non-executive Board director at Wanslea Early Learning and Development. Wanslea are staunchly committed to giving children the best opportunity to live their best lives, irrespective of their circumstances or background. Jenny Jay, chair, and Tricia Murray, CEO, are both incredibly supportive and inspirational women. I get immense satisfaction from the role I still feel like I'm 'finding my feet'. I continue to be President for the local football club, Scarborough. I derive great satisfaction from knowing the club is a welcoming place where people can come and belong. Sporting clubs are much more than a game.

Finally, I continue to be a member of the Brightwater Research Steering Committee. Brightwater is where I have worked over the past nine years. This commitment is in addition to my current role. The Steering Committee has an unwavering focus on ensuring Brightwater research is translated into positive outcomes for individuals.

I feel my leadership and governance adventure is ongoing and I will never stop learning. One thing is for sure the ELGP gave me the skills and knowledge to undertake a board role.



James Jegasothy,
Lauren Brazier,
Chloe D'Souza

Rise Story

Rise has been a big supporter of the program from the start; believing the sector benefits from the diversity that young people going through this program bring to it. Our own staff members have gone through the program and I feel confident it has contributed to their subsequent career development. We have also had a number of program alumni join us for a 12 month term in youth board observer positions to help them develop their skills.

Over the past couple of years we have used a respected board recruiter to help us fill board vacancies, to great effect.

But this year, we felt confident in approaching the alumni of this program to fill our vacancies and we

are delighted that two full board positions and one youth board observer position have been filled by alumni of this program.

James Jegasothy (ELGP 2015) and Lauren Brazier (ELGP 2018) have been appointed as Board Directors and Chloe D'Souza (ELGP 2018) has been appointed as a Youth Board Observer.

The calibre of the alumni is now so high that we feel sure this is now our future 'go-to' for board members. Well done to all involved!

Justine Colyer
CEO Rise Community Network

2019 PROGRAM FEEDBACK

Recommendations Implemented

In 2019, the Program Director and Program Facilitator held a series of Community Partners Engagement and Feedback lunches. From the feedback, we developed our Action Plan and implemented many of the recommendations.

The outcomes are as follows:

- Implemented Scholarship Policy and Application Process for the ELGP.
- Implemented a new ELGP fee structure with the options for participants to apply for full scholarship (\$5000), part scholarship (\$2,500) or fully paid place (\$5,000).
- Provided 14 full scholarships of \$5000 each and two-part scholarships of \$2500 each. Four participants paid for their place.
- Every ELGP participant made a personal contribution of \$500.
- Implemented a change of timing for one Unconvention to an after-work time slot of 5:00pm – 8:00pm.
- A request to re-explore the topic of Diversity on Boards was adopted. The theme for the September 2019 Unconvention was Business Case for Diversity on Not-for-Profit Boards.



EMERGING LEADERS IN GOVERNANCE

ALUMNI UPDATE

Earlier this year, graduates completed a survey to keep us up to date with their Board appointments and achievements since finishing the ELGP program. Thank you to all our Alumni who completed the survey and who continue to be wonderful ambassadors to the program.

A snapshot of success

The survey highlighted ELGP graduates have joined the Boards of Rise, Palmerston, Southcare, Swancare, Linkwest, Classroom of Hope, St Georges Arts Foundation, Melville Cares, Globetown Project, Arthritis WA, Hockey WA, Clan Midland, YMCA WA, Wanslea, Victoria Park Community Centre, Swan City Youth Service, Regional, Remote and Rural Women's Network of WA, Volunteering WA, to name a few!

We asked them to share with us, in one sentence, what they gained as a graduate from the program:

"Awareness of how to make a difference and give back to the community by serving on a Board and collaborating effectively with others to achieve a common mission."

"I developed a greater understanding of my personal value proposition and potential contribution that I could make to a board."

"It helped me to identify what governance looks like in not-for-profit organisations, identify what I am passionate about, and gave me a pathway to achieve a board position."

"A more values-driven method to how I approach my career and extra-curricular positions."

"Understanding of Board governance and confidence to engage in it."

"The knowledge I needed to be a responsible and constructive Board Director."

"Amazing opportunity to learn governance and be able to access senior leadership. Great peers who also have similar purpose and values regarding NFP."

"The most inspiring and supportive network of people."

New Alumni Events to Come

Unfortunately, we had to postpone Alumni events due to COVID-19 and the social distancing measures that are in place. However, on the horizon we have some very exciting partnerships to connect Alumni and Community Partners in dynamic ways. Stay tuned!

Financial Support

"Thank you for your financial contribution in supporting good governance in the aged care and community sector."

SAVE THE DATES

2020

Emerging Leaders in Governance Program

- Information Evening: 4 November 2020
- ELGP Applications Open: 5 November and close 4 December 2020
- ELGP 2021 commences January 2021

2021

Emerging Leaders in Governance Program

- Breakfast Launch: Wednesday, 27 January 2021
- Networking Night: Wednesday, 24 March 2021
- Graduation: Wednesday, 26 May 2021

Unconventions

- Unconvention 1: Tuesday, 30 March 2021
- Unconvention 2: Tuesday, 17 August 2021

State of the Nation

- June 2021



Download the 2021 Prospectus at:

<http://youngleadersonboards.com.au/emerging-leaders/emerging-leaders-governance-program-elgp/>



Become a Difference Maker

We invite your organisation to join our coalition of over 40 Community Partners who are rejuvenating governance and leadership for better Board performance in the aged care and community sector.

Contact Dr. Nicky Howe for more information: nicky.h@southcare.org.au

