



EMERGING LEADERS IN GOVERNANCE PROGRAM

2025 PROGRAM PROSPECTUS





THE NEW FACE OF GOVERNANCE

**20 places
on offer for
emerging
leaders in
governance**

This 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:

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

The ELGP is one of three components of the Engaging Young Leaders on Aged Care and Community Boards initiative which is hosted by Southcare Inc and is supported by a collective of dynamic aged care and community organisations. Participants have a wonderful opportunity to connect and network with our Community Partners as part of the program, often leading to opportunities to accept Board positions, Board Traineeships or be recommended for Board opportunities.



BUILDING LEADERSHIP LEGACIES

Established in 2013, the Emerging Leaders in Governance Program is an intensive leadership and governance program which runs from January to May annually.

Entry to the program is by competitive application for young professionals (under 40 years) who are keen to develop their governance, leadership and community Board Director aspirations. Many of the young leaders who have participated in this program have since accepted Board traineeships or full Board Director positions.

The Syllabus includes:

- Self-awareness: values, mindsets, goals, strengths and reflection;
- Communication: public speaking, networking, listening and social media;
- Project management and team work;
- 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;
- Small group discussions: to address strategic questions and experiences;
- Mini challenges between workshops;
- Information exchange: updates, discussion forums; and
- Networking events and mentoring opportunities.



"This program attracts and retains the cream of the crop into our sector - smart, values driven young people from every field of business who have the ability and drive to make a difference"

Justine Colyer, CEO Rise Network



SECURE YOUR PLACE

Application forms are available on the website - www.youngleadersonboards.com.au from the 25 July to the 30 September 2024. Applications will be assessed and applicants notified by mid November.

The Emerging Leaders in Governance Program is looking for highly committed participants, under 40 years old, who:

- have a strong interest in serving the aged care and community sector.
- have a desire to develop their leadership and Board directorship skills to be able to further give back to their community.
- have some experience as a volunteer, Board or Committee member.
- are committed to securing a Board or Committee position within the aged care and community sector after the program (this will be the responsibility of the participant, not the program).
- are committed to completing the entire program including weekly workshops, Saturday sessions and a weekend retreat.



"I have strongly benefited from the development of my leadership skills, which has aided in building my confidence. I have learnt many valuable insights about the NFP and aged care sector. The panel discussions were very much a highlight for me, hearing from those working in the sector and on NFP boards and also gave me the opportunity to network and meet different individuals. Also interacting with my cohort afforded professional bonds to be made that will benefit me throughout my career."

David Isaacs, Graduate 2024



The program cost is \$5000 per participant. Full (100%) and part (50%) program scholarships are available for successful applicants who do not have financial support from their employer. Prior to applying for the program, please discuss your application with your employer to determine the financial support available to you and also the program time commitments. Acceptance into the program is not dependent on financial support from your employer, but you must approach your employer to request some of your professional development budget towards this program.

All participants are expected to complete the entire program and use the knowledge, skills and experience gained to contribute to the aged care and community sector as a Board member.

The program commitment includes:

- attendance at weekly evening workshops on a Wednesday from 6 - 8.30pm.
- attendance at weekend events including site visits and the personal leadership retreat.
- time outside the program to achieve the Leadership Challenges (listed on the following page).
- securing a board, committee or leadership position within the sector, during or after the program (this is the responsibility of the participant).

Please see the program outline on page 6 for content, program dates and times. It is integral that you can commit to these dates to be considered for the program.

The main venue for workshops will be Southcare Central, 19 Pether Road, Manning.

On accepting a position to the Emerging Leaders in Governance Program, all participants make an additional personal contribution of \$500 (non refundable) to confirm your position and commitment to the program.



A new ELGP cohort coming together to commence the program

CHALLENGE YOURSELF

During the program, participants will have four leadership challenges to complete.

- 1. Industry Knowledge:** Attend an Aged Care or Community organisation Board meeting. Observe the leadership and governance protocols and culture of Boards and reflect on your learning.
- 2. Personal Leadership:** Develop a self awareness journal including your goals, values, strengths and professional development plan.
- 3. Communication and Promotion:** Write a board resume ready for you to utilise to attain your first appointment.
- 4. Innovative Collaboration:** In a small team, you will meet monthly to explore an aspect of board governance.

To graduate from the program, participants are required to attend at least 85% of workshops and submit a learning portfolio. A Certificate of Participation is provided to all successful graduates.

"ELGP has significantly enhanced my professional development. It improved my leadership skills, enabling me to effectively manage and inspire my team. The program deepened my governance knowledge, ensuring compliance with regulatory requirements and promoting transparency. I gained strategic planning abilities, contributing to long-term vision and service delivery. The program boosted my confidence and decision-making skills, empowering me to tackle challenges and adapt to changes with innovative governance practices."

Sherry Kaur, Graduate 2024

"I greatly benefited from the program, as I was able to utilise my passion for the field, whilst learning things about governance, that I did not know or understand. I also gained confidence from the program, and learnt a lot about myself both personally and professionally. And now have more of a understanding of boards as well as the kind of board I want to be on."

Tara Lord, Graduate 2024

PROGRAM OUTLINE

Emerging Leaders in Governance Program Outline 2025		
Date	Time	Activity
Wed, 5 Feb	Breakfast 7 - 8.30am	Emerging Leaders in Governance Program Launch - Meet the Program hosts, Community Partners and ELGP Alumni.
Wed, 12 Feb	Evening 6 - 8.30pm	ELGP and NFP Boards Overview Board Governance: About NFP Boards - an overview
Wed, 19 Feb	Evening 6 - 8.30pm	Sector Knowledge: CEO Panel - Overview of the aged care and community NFP sector
Wed, 26 Feb	Evening 6 - 8.30pm	Board Governance: Legal structures and Director duties
Weekend 28 Feb - 2 Mar	(WEEKEND - 6.30pm Fri to 2pm Sun)	Leadership: Retreat - Leadership Development and Team Development - Self-Awareness - Aligning your volunteering with your purpose
-	5 Mar	NO WORKSHOP - Personal Debrief/Project Action Plans
Wed, 12 March	Evening 6 - 8.30pm	Leadership: Finding a board position, pathways onto boards, value proposition, constructing a standout board resume
Wed, 19 March	Evening 6 - 8.30pm	Board Governance: Financial Duties
Wed, 26 March	Evening 6 - 8.30pm	Board Governance: Board Treasurer Panel
Wed, 2 April	Evening 6 - 8.30pm	Board Governance: Strategy and Risk
Wed, 9 April	Evening 6 - 8.30pm	Sector Knowledge/Leadership: Networking Night
Sat, 12 April	Saturday 10 - 3.30pm	Sector Knowledge: Site Visits to Aged Care and Community Organisations
Wed, 16 April	Evening 6 - 8.30pm	Leadership: Director Journey - Due diligence, induction, board terms, resignations
Wed, 23 April	Evening 6 - 8.30pm	Board Governance: Board culture ELGP Alumni Panel
Wed, 30 April	Evening 6 - 8.30pm	Board Governance/Leadership/Sector Knowledge: NFP Board Directors Panel - Board Journey and Learning
Wed, 7 May	Evening 6 - 8.30pm	Program: Graduation rehearsals and video snapshots Portfolios due
Wed, 14 May	Evening 6 - 8.30pm	Program: Graduation event with Community Partners, Alumni, family and friends
Wed, 21 May	Evening 6 - 8.30pm	Program: Celebration and Program Debrief, Next Steps



PROGRAM TEAM

Dr Nicky Howe and Alicia Curtis founded the Engaging Young Leaders on Aged Care and Community Boards programs in 2013 and in 2016 wrote a book called *Difference Makers: A Leader's Guide to Championing Diversity on Boards* to share their research and experience from the program.

Enda Fahy, Program Director and CEO, Southcare

Enda was appointed CEO of Southcare and Program Director of the Engaging Young Leaders on Aged Care and Community Boards Program in October 2023. He is a community aged care expert with close to 10 years of experience in the industry. Enda is an experienced Board Director and Committee Chair. His university qualification is a Bachelor of Business Studies (Majoring in Accounting and Finance) and he is a Chartered Accountant. Enda has completed various leadership and governance programs including Leadership WA Rising Leadership Program, Emerging Leaders in Governance Program and McKinsey Executive Leadership Program.

The Program Facilitation team includes:

Alicia Curtis is an award-winning speaker, leadership facilitator and inspiring community change maker with a dynamic purpose - to ignite leaders to positively transform the world. She develops and facilitates highly interactive and challenging leadership programs through her company, Alyceum. Alicia has a Masters in Business Leadership from Curtin University and was recognised as EY's Social Entrepreneur of the Year in the western region in 2018. She is an experienced Board Director over many years being involved community organisations.

Grace Mugabe is an award-winning Workshop Facilitator, Money Coach and an Accountant with personality and sass. She is passionate about narrowing the information and opportunity divide that acutely impacts minorities. With her CPA and GAICD qualifications and being an avid community champion, Grace has served on a range of boards including the philanthropic fund 100 Women, Business Station and Ishar Multicultural Women's Centre, where she supported the infrastructure for, and chaired, the Audit & Finance Committee. She currently serves on the board of Leadership WA, where she is also a graduate.



COMMUNITY PARTNERS

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For more information about the program or the application process, please email Program Facilitator, Alicia Curtis - alicia@alyceum.com.au or head to the www.youngleaderonboards.com.au