

# Leading **EXCELLENCE** Maryborough

**Learn how  
to get elected  
to council**

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**Build strong  
teams of  
volunteers in  
Community  
Groups**

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**Strengthen your  
communication  
skills**



**Kerrie  
Dowling**  
shares her  
success  
story

**LEAD** Loddon Murray



## Jess Kelly

# Interview

### **Why did you decide to join Leading Excellence Maryborough in 2018?**

Opportunity to connect into the community after recently moving into town to pursue a technical career within the local manufacturing industry. Great way to experience the good things already happening and to better engage with the current challenges within the broader community; broadening my overall perspective from a business focus to an all community focus.

### **How has the experience of being in the program influenced your understanding of community leadership?**

Hearing from the various speakers from both the local community and the broader region opened my eyes to the depth of challenges created when different sectors of the community fail to deeply listen and collaborate. I have a far greater appreciation for the value to be found in proactive community leaders who can help connect the disjointed areas of this great community.

### **Which aspects of the program stand out for you?**

The day exploring local businesses including the hospital and my own workplace, was a standout day that resulted in many new valuable connections as well as a deeper

understanding of the growth and innovation occurring locally that we need to be better showcasing and embracing.

### **Have you forged new connections or friendships as a result of joining?**

I love walking down the street or into an event and now almost always knowing someone whether a participant or presenter from the LEM program; I feel much more connected and able to reach out to others when I have a challenge or opportunity to discuss.

### **Has completing the program opened up any new opportunities for you?**

As a result of getting involved in LEM, I now participate in the Innovation, Technology and Entrepreneurship subcommittee of the Committee for Maryborough where we're exploring the exciting opportunity of the Maryborough Ideas Festival. I was also recently appointed to the board of directors for one of the local secondary schools, in part thanks to the mentorship and skills I was able to experience and build through LEM.

### **What do you see as Central Goldfields strengths?**

It's all in the name, I think we are centrally located to not only other regional and metro centres but also to an amazing network of smaller hubs that we need to better unite and

utilise; and the area is an absolute goldfield of committed people with such potential, as a community we just need to better connect and build from that potential.

### **How do you see the role of community leaders in responding to challenges, or areas of need in the community?**

Community leaders are the string they can weave the many areas of our community together, their role being to connect ideas, people and ultimately potential solutions together to meet the needs specific to that community.

### **Jess, you've gone on to complete the Loddon Murray Community Leadership Program, representing Central Goldfields across a broad and diverse region. How did that experience inform your thinking about your own community?**

The LMCLP experience was a fantastic year of learning and networking within our amazing region. It has certainly helped me to better appreciate and articulate the big role the CGS has to play in wider regional Victoria and got me thinking how we can step up to our exciting future. Communities can do awesome things for themselves, and I more than ever believe we can step up to the modern challenges facing us.



# 2020 Workshop Series

Volunteering your skills, experience and time makes a profound difference in Central Goldfields Shire. Our community has a rich tradition of volunteering across more than 200 community groups and service clubs. Over the last two years LEAD Loddon Murray has partnered with Central Goldfields Shire, the Committee for Maryborough and Go Goldfields to support emerging community leaders, encouraging them to take on new roles serving our community and contributing to positive change. 50 community leaders have since Graduated from Leading Excellence Maryborough, a dynamic annual leadership program to grow skills, knowledge and networks and funded by the Victorian Government.

The Victorian Government provided a grant of **\$150,000 over three years** to support Leading Excellence Maryborough.

## Choose your level of participation.

In 2020 LEAD Loddon Murray is broadening the reach of Leading Excellence, by allowing residents to attend all, or part of the 2020 Workshop Series. We've opened up the format of the leadership program to encourage as many community members as possible to embrace the opportunity to learn skills, make new friends and build opportunities.

## Anyone can be a leader, anywhere, at any time.

We believe leadership is the process of influencing others to contribute to an outcome in a way they would not have done working independently. Strong, vibrant, sustainable communities need capable leaders. Residents who would like to make a difference in our community by taking on a leadership role on community groups, service clubs, sporting associations or serving on Council benefit from access to skills, experience and networks to support them in their roles. Leading Excellence Maryborough is focussed on supporting community members who are emerging leaders, to give them the confidence they need to take on new positions and make a positive contribution to our community.



“ Their movement within the community is enriching others too. This has increased opportunities for everyone.”

Peter McAllister

Leading



## Leading Excellence Maryborough Graduates now serving in board positions.

- Jess Kelly, 2018 recently joined the Highview Secondary College Board.
- Other Committee for Maryborough board members who are also Graduates include Kerrie Dowling, 2018 & Rod Stuart, 2019.
- Amanda Conn, 2018 is engaged with Go Goldfields as a member of the Collective Table and President of the Talbot Primary School Council.
- Belinda McKnight, 2019 is a committed and active member of the Lions Club Maryborough.
- Anna Bartlett, 2019 is involved in the Maryborough Tennis Club committee as Secretary and Assistant Treasurer.
- Janine Davis, 2018 is a committee member for the Rail Revival Alliance Victoria and the Liberal Party Victoria, Maryborough Branch.

# Get Elected!

Pulling together an election campaign can sound like a daunting exercise. Ruth McGowan, former Mayor of Gippsland Shire and Local Government expert will share her 8 steps for running a successful campaign. Ruth's book, *Get Elected*, was so popular when first published in 2019 it is currently in its second print run. Join Ruth for a fun, engaging session, jam packed with practical tips on what you need to do to *Get Elected*!

**Friday 13th March, 3.00-7.00pm  
and Saturday 14th March,  
1.00-5.00pm The Hub**

**Presenter:**

Ruth McGowan OAM

Ruth is a successful community leader, committed volunteer and activist for positive change. Through her business as a leadership coach and mentor, Ruth supports community leaders who want to make a positive difference with a focus on rural communities and the local government sector.

As someone who 'gets' the joys and challenges of being a leading public figure, Ruth is passionate about supporting emerging/established leaders to step forward and embrace the challenges while keeping sight of

their vision. She has a natural talent for handling diverse relationships with warmth and positivity.

Ruth is a self-described 'political nerd' and as an experienced campaigner, she runs programs and training on how to get elected. Ruth was twice elected to Baw Baw Council including a term as Mayor and has supported various candidates to run for local, state and federal office including helping coordinate the celebrated Independent-for-Indi campaigns which elected Ruth's sister, Cathy McGowan to federal parliament in 2013 & 2016. In 2019, Ruth published *Get Elected* - a step by step campaign guide to winning public office which she wrote to support independent candidates to run for office at a local, state or federal level.



Ruth has more than 25 years' experience in developing and leading adult training through a successful career as a senior manager in the Victorian Public Service and her own consulting business. She is an excellent facilitator, communicator and experienced public speaker. As a volunteer on many not-for-profit committees at a state and national level Ruth was honoured with an Order of Australia Medal (OAM) in 2014 for her community contribution. Ruth has three adult children and continues to be an active volunteer in her community in West Gippsland where she lives on a small rural property with her husband Paul.

## Influence, Motivation and Change

**Community Leadership draws on the leader's personal power in influencing others to work together in ways that produce positive outcomes. In this workshop we explore the attributes of community leaders as compared to leaders and managers at work.**

At work, leadership is often associated with positional power, or formal authority to influence change. We take a look at some key skills and attributes we can practice to build referent, or relational power, to inspire, motivate and influence others to volunteer their time and energy to create change. We explore the drivers that call people to volunteer roles and reflect on ways to celebrate, value and develop the skills of volunteers in our community groups.

As part of the session, we'll hear from three inspiring local leaders as

they share their insights on Central Goldfields very strong culture of volunteerism.

- Jeannie Clark, Maryborough Community House Coordinator
- Maryborough District Health Service.
- Bronwen, Rotary and Zonta.

**Friday 17th April  
3.00-7.00pm  
Maryborough Community  
House**

## Registration

**Register to attend all 8 workshops by emailing [lisa@leadlm.org.au](mailto:lisa@leadlm.org.au) and you will receive a 50% discount.**

To register for an individual session, visit <https://www.eventbrite.com.au/e/leading-excellence-maryborough>

Self-Funded or Community Organisation \$11.00 per session.

Concession \$8.80 per session.

Employer Funded \$110.00 per session.

There are some fully funded places available to support participants on a low income, contact our team at [info@leadlm.org.au](mailto:info@leadlm.org.au).







# Hartaj Dhanju

## Interview

### **Why did you choose to participate in Leading Excellence Maryborough 2019?**

I think the connection came through my manager at Council. Prior to that I'd heard about it last year from people participating in the program. Since moving to Maryborough I'd done a few programs through my wife's workplace. I was interested to find out what I had to offer the community. The more I found out about our local community- the more I understood where I could contribute as a volunteer in community groups around the place.

### **That's a great reason to get involved. Where does your passion to contribute to community come from?**

I've always had an interest in contributing to community. I've been fortunate to grow up and been involved in lots of leadership courses, including international leadership courses in Canberra for a couple of years. I met my wife at a leadership course in Sydney. Growing up we were part of Sikh Community's that were good at making sure you're proud of your own roots and background. We were able to explore our personal values and how they play out in broader communities and how we can enrich them and then contribute more broadly out from there. Now having two young children, I'm keen to understand how we can get involved

in supporting our local community that they will grow up in.

### **How would you describe the benefits of participating in Leading Excellence Maryborough?**

I'd say I've benefited from social connections in the group. It's been a great way to get to know people and build a network. Becoming aware of the different types of work being done by community groups. I'm learning a lot about the region. The session we had about the history of the town helped me understand where we are today.

### **What inspired you develop a community project introducing social badminton to the area?**

The idea for our community project- to start social badminton night came from Rajhita (also LEM participant in 2019.) We wanted to reach out to a broader audience and putting it out there to see if anyone else can get involved. We're exploring a few different options to get the word out.

### **How did the program help you learn about the local community and where you could make a contribution?**

Before we came to Maryborough, we had no idea about the stereotype of 'Scaryborough.' We moved and our hosts who helped us settle in encouraged us not to be put off by that stereotype.

This program helped me understand why that stereotype exists and the amazing amount of work that has been done to try to shift that.

Understanding the perception some people have of the town has changed my dialogue with friends and family. I actively talk the town up. Besides the work opportunities it is a great place to live. At the same time, I've got an understanding of the town's background, of the social problems that still exist.

### **Did you sign up for the program with others you knew?**

When I began the program, I knew Anna, my manager well. I didn't know anyone else. The program has been a great way to make friends. I enjoy being around positive people who want to do good things....that elevates you.

### **What advice would you offer someone considering getting involved in 2020?**

Be open and give it a shot. The socialising and learning is great. I had my own limited knowledge being a newcomer. For anyone else, come and learn, participate and share your knowledge. You'll end up making a great bunch of friends. Hopefully life-long friends. If for no other reason that's a great one to get involved.

# Understanding Self and Others

What motivates and inspires people to engage in community? How can we get the best out of our staff and volunteers? How can we communicate in ways that build trust and encourage participation? Community Leaders need a high level of self awareness and an ability to understand others preferences for receiving information, communicating and working in teams.

Join our dynamic presenters Bob and Heather McNaught for a light hearted look at personality, preference and community leadership.

Come along to the workshop to:

- Understand communication styles that work for you and those that 'push your buttons.'
- Increase your awareness of others preference for giving and receiving feedback.

- Manage yourself and support others in conflict more effectively.
- Increase your resilience by better understanding your strengths and preferences.

**Saturday 18th April**  
**1.00-5.00pm**  
**The Hub**

**Presenters:**  
Bob & Heather McNaught



“ From an employers' perspective it gives an opportunity for younger employees to contribute to the community, they come back enriched and invigorated”

Peter McAllister

# Understanding the Role of Council

2020 is an election year for Central Goldfields Shire! We hope that many Graduates of Leading Excellence Maryborough will be inspired to stand for election in the Shire and that others will actively participate in the election campaign. Understanding the role of Council is an important place to begin if you are considering standing for election.

This workshop will cover a basic introduction to the role of Council and provide a briefing on each of Council's main strategies:

- Economic Development and Tourism Strategy.
- Community Plans (Council is working on 8 community plans now for each of the small townships within the shire).

- Recreation Strategy.
- Waste Strategy.
- Population, Housing and Residential Settlement Strategy

**Friday 22nd May 2020**  
**5.00pm – 9.00pm**  
**The Hub**



“ It is wonderful to see young and emerging leaders develop the skills and confidence needed to bring about positive change in our community.”

David Sutton



# Kerrie Dowling

## Why did you choose to participate in Leading Excellence Maryborough 2018?

I think it's the fact that someone suggests you should go. It's a reason to have a bit more of a look at your approach to leadership. I wouldn't have been aware of it if it hadn't been offered by my boss at the time. The opportunity to be a part of the program came through the Committee for Maryborough. It brought back ideas about what my Mum had done. She was very community oriented. Mum passed away recently and had been so generous with her time. So many people are generous in our community.

## Did attending the program days influence your practice of leadership?

Most definitely. The information about advocacy was valuable. I hadn't been involved in advocating for my community before. The program gave me an awareness of the structure of things. I gained the knowledge and skills to serve as a board member. I now understand how Council works and how one would stand for council. The information and knowledge about how to do that was great.

## Did any of the speakers stand out for you?

Each speaker who came to talk with us was quite remarkable in sharing their own stories. Yvonne Wrigglesworth was a stand out for me. She was someone like me who hadn't been involved in community and then after completing the Loddon Murray Community Leadership Program became very involved in community. Jude Hannah was great in sharing her stories, that she grew up in the Loddon Shire and then went on to advocate for communities at an international level.

## Did you sign up for the program with others you knew?

I only knew a handful of participants before I started. It's great that now I can go into the supermarket and say hello to all these people I didn't know before. I'm about to do some work for the Committee for Maryborough and I need to make some phone calls to onboard volunteers. I'm reaching out to the Leading Excellence Maryborough network as a starting point.

## Has completing the program opened up any new opportunities for you?

I would never have thought about serving on a board before completing the course. I was offered an opportunity to join the Board of the Committee for Maryborough after I finished the leadership program. It's been a big eye opener. Maria Smith provided support and inspiration to get involved in doing things for our community.

## What about the connections with other participants in your Leading Excellence Maryborough group?

There have been great opportunities for networking. With Mary and Windsor at Edlyn and Jess at True Foods. LEM creates those networks that you would never have thought of or known where to start. For example, one of the other LEM participants explored solar for their business. The ability to go and have a look at what another company has done and then throw ideas around, like what would it look like if we made Maryborough Businesses solar efficient? We (the Committee for Maryborough) has been exploring the potential for the majority of Maryborough's energy requirements to be generated from renewable forms of energy. That could attract new businesses to operate

in the town. It might attract new residents.

## That's a really exciting idea. How valuable to be identifying those game changing projects together.

I'm also sitting on the Council's review board for Central Goldfield's Economic Development Strategy. That's been really interesting. Getting to see first hand as Council receive expressions of interest. Seeing both sides of the process- seeing the inside Council run process and then listening to what people in the community are saying about the strategy and thinking about how to bring those things together.

## Were you surprised by experiences in the program at all?

The fact that there are so many people who want to do good things in our community has surprised me. There are so many who are positive. We can all get stuck in our daily grind and be influenced by those around us. Spending time with other participants in LEM opened my eyes. Everyone was wanting to make a difference for their community. When you're surrounded by people who want to make a difference, it's easy to start to think like that yourself and then go out and do it.

Visiting program days in LEM this year, it's been great to see another group of people inspired to do great things. I really enjoyed that, coming back this year and hearing about what other people were doing.

## Would you recommend the experience to others?

I'd encourage people to give it a go in 2020. All you're going to lose is one day and from there, your whole world might change.

# Governance 101

In communities such as the Central Goldfields it is important to ensure many community members have the skills required to serve our boards, committees and organisations for longevity, effectiveness and to avoid burnout.

This session will provide participants with basic governance training, including financial literacy and cover the following topics:

- Understand the board role, hearing from a range of current board members.
- Meeting procedure & protocol.
- Access to resources & mentors.
- What do I need to know about financial reports as board member.
- What questions should I be asking.
- How does a not-for-profit differ to a for-profit?
- Role of the Treasurer.
- Internal control process for NFP.

Participants will walk away with valuable insight and a stronger understanding of board and committee governance requirements and financial literacy as well as a range of resources an template they can use into the future.

**Friday 5th June,  
5.00pm - 9.00pm  
The Hub**



“Those within our team who have technical expertise have been given an opportunity to expand their network and build on their soft skills”

Lucy Roffey

# Communication is Key!

To effectively advocate for your community and get your message across in the general public communication is key! In the current digital climate, channels such as Facebook, Linked In and Instagram tell others a lot about your values, interests and ideas.

Come along to our session with Kimberly Furness, Social Media Influencer and Publisher to learn how to build positive social media engagement and prepare for your role as a community leader.

Key takeaways from this session include:

- Tips on how to refine your social media presence as a community leader.
- Learn how to write a media release that is effective, to get traction for your story.

- Learn how to take the heat out of conflict online, how to manage online trolling and negative feedback.

**Saturday 6th June,  
1.00-5.00pm  
The Hub**

**Presenter:**  
Kimberley Furness



“Leading Excellence Maryborough opens a pool of new emerging leaders to the established leaders of the community, to take on roles they would not have been capable of or considered for previously”

Lucy Roffey





# Rod Stuart

## interview

### **Why did you choose to participate in Leading Excellence Maryborough 2019?**

I was interested in promoting Dunolly as a great place to live and to visit. I wanted to be a better leader in the Dunolly community. I wanted to encourage other leaders to come through in the town. As a community we need to support those people who'd like to get more involved in the town, to encourage them and help them build their skills.

### **Did attending the program days influence your practice of leadership?**

I found each of the program days good value, especially the leadership summit in Bendigo. Jason Clarke was inspiring about being the change you want to see in the world. I really enjoyed visiting each of the smaller communities that had achieved some big wins. Newstead was a stand out for me, a small group of volunteers have worked together well there to attract tourism and promote their town as a great place to live.

### **Did any of the speakers stand out for you?**

Jason Clarke from Minds at Work. The volunteers are Maryborough

Community House, their level of care for others in the community and the volume of work they do is amazing. Gilbert Rouchouster from the Village Well was great. The workshop on the difference between Advocacy, Agency and Activism was helpful. It's good to learn the process of how to be an effective advocate for your community.

### **Did you sign up for the program with others you knew?**

I knew Susan Day from Dunolly. I didn't know other participants well. It was good to meet new people. I found I had a bit in common with the guys from True Foods, it was great meeting Thomas and Rajhita, as their work in food technology has many similarities for me in the Bakery.

### **What did you think about the process of developing a Community Project?**

The workshop on developing a community project was valuable. The course provided an outline in how to go about planning a project, writing a project charter. I applied for funding for my community project Investing Dunolly Water Basin, from Coliban Water. My project seeks to develop a walking track up to the Basin. I wasn't successful this time, the project only

just missed out on being funded. It was valuable to have a completed project charter, (that we worked on in the leadership program) to guide the application. It's also been great to see the range of projects others were able to bring to life. Having a Park Run in Maryborough now is brilliant. Seeing other participants from our leadership program get their projects off the ground has been very positive.

### **What's next for Dunolly?**

I reckon Dunolly is in a good space at the moment. We've got to keep pushing along. The community arts project has been great for the town. Some of the art has been controversial and so it's drawn out a lot of conversation and interest across the whole town. Its engaged lots of people, that's probably a good thing. We're also busy with gold prospectors visiting Dunolly. I really want to push cycling as a driver for increasing tourism to Dunolly, we've got terrific cycling trails in Dunolly so it would be building on our existing strengths as a community. Developing the walking/cycling track up to the Water Basin would add value to the existing cycling trail that then leads into the bush.

# Leading a Socially Just Community

What does social justice mean to you? How do community leaders contribute to a culture of hope, positivity and prosperity in Central Goldfields Shire? How can community groups influence inclusiveness and fairness in action across our community? Join us as we explore the big questions around poverty, prosperity, inclusion, equality and the role of community leaders.

Hear from long term residents of Central Goldfields Shire on the legacy of social planning decisions made in the 70s and their impact on our community today. Explore case studies of communities that have turned resident's perception about the community's identity from one of scarcity and struggle, to one of positivity, hope and pride. Learn about the power of language to shift community sentiment and promote belonging.

**Saturday 20th June,  
1.00-5.00pm  
Maryborough Community House**



“ Across business and community feels more connected as a result of Leading Excellence Maryborough”

Lucy Roffey

# Celebrating Community Leadership, Impact and Change

Leading Excellence workshops will conclude with a celebration and showcase of the impact of growing leaders for a vibrant, connected Central Goldfields. Participants and Graduates across the three years of the program will share short presentations on the impact their volunteering is having in community.

**Lunch  
Friday 26th June,  
12 noon – 2.00pm  
Highlands Society**



“ For our amazing mid-level emerging leaders, it gives them an opportunity to broaden their networks and they made the leap to senior leadership roles”

Windsor Main





## LEAD Loddon Murray

Contact:

Lisa Renato  
lisa@leadlm.org.au  
0439 631 231.

Register for  
the full program:

**By 28th February 2020**  
lisa@leadlm.org.au

Register to attend

a workshop (until fully subscribed):

<https://www.eventbrite.com.au/e/leading-excellence-maryborough>

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