



GippsLeader

Special Recruitment Edition

2 September, 2004

The greatest strength of GCLP is the network it has created across Gippsland and that's why we're calling on you to assist with recruitment of candidates for next year's program. This special edition of GippsLeader is filled with ideas to help you ensure that the 10th GCLP year is filled with exceptional people.

Why?

As graduates and participants of the Program, you are the best people to explain its many benefits and to identify potential candidates. You also have the greatest credibility because you have already lived the Program.

GCLP has a responsibility to attract a balanced field of participants from throughout the region and from across a wide range of industries. Each of you is a part of the net which can be cast widest across Gippsland, and that is how GCLP can reach the best field of applicants.

At the August 2004 Committee of Management meeting, it was agreed that 2005 participants should reflect the usual mix of sectors, location, age and gender, but also include a strong preference that at least two participants live or work in each municipality throughout Gippsland. This means that we need graduates to be identifying candidates in your own backyards now.

We will be holding meetings in each sub-region to give GCLP a public profile right across Gippsland throughout the recruitment period. We'll be asking you to take a lead role in running these meetings.

Recognise

Undertaking the Gippsland Community Leadership Program is not a single-year event. The personal growth and learning can continue for years afterwards and will be reflected in different aspects of your career, personal and community lives. Take a few moments to recognise what you have gained from GCLP. What changes have you made in your life since? What do you do differently now?

Recognise, also, that there are other people around you, at work, in your community, possibly even in your family, who could also benefit from GCLP. Their outcomes will almost certainly be different to yours and that's okay, but recognise that they deserve the same opportunity which you have already enjoyed.

Tell the story

Tell your GCLP story whenever you can. The GCLP experience is too good, too valuable to keep to yourself. You don't have to be a bore about it, but make sure that your workmates, and community colleagues at least know that you are a graduate of GCLP.

When you recognise a potential applicant, tell them a little of your GCLP story and tell them why you believe they should apply for GCLP.

A number of participants and/or graduates will be asked to tell their GCLP story for a feature article in their local newspaper. The focus of these articles will be about the benefits of GCLP and the impact it has had on their personal, professional and community lives. GCLP Project Officer, Tracey Matthies, is a former journalist and will be making contact with people and asking them to agree to be included. By highlighting the benefits to local people we can attract more applicants from your local community.

Tracey can also help you with copy for articles for inclusion in in-house magazines or newsletters.

We will also write to all our sponsors asking them to identify appropriate candidates.

Refer and share

When you have reflected on the benefits of GCLP and started sharing your stories with potential applicants, it's time to take the next steps:

- Refer people to www.gclp.asn.au where they can read more about GCLP and apply online
- Request brochures and yearbooks from the GCLP office and share it with interested people
- Refer people to the GCLP office (gclp@igain.vic.edu.au or 5135 4304)
- Let the team in the office (Ian, Tracey or Nicola) know about potential candidates so that we can follow up where appropriate.

Nominate

The most powerful and positive single thing that you can do is to invite someone to apply for next year's Program. By extending the invitation, you are recognising their potential as a future Gippsland leader but many people won't take the next step towards GCLP unless they are personally and specifically invited to do so.

Putting an application form in their hand and possibly offering to be a referee makes it very difficult for a worthwhile candidate to pass up the opportunity.

Selection

When applications have been received, we will call upon your experience to participate on interview panels during the selection process. These will meet in each of the sub-regions during November.

Gippsland Community Leadership Program
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