

July 2004

## GCLP and Leadership in the Gippsland Community

Ian Gibson, Executive Officer, Gippsland Community Leadership Program

I've been asked to provide some notes on my background, and the current role and future directions of the GCLP - in about 500 words!

My recent history has involved a nine-year spell in local government at the City of Maribyrnong and the Shire of Yarra Ranges. Before then, I worked in Gippsland until the economic, social and political reconstructions of the mid-1990s, initially at the former Gippsland Institute of Advanced Education, and then at the former Latrobe Regional Commission. At the time, I was also involved in a number of Board and Committee positions, in the former SECV, the former Coal Corporation of Victoria, and the former Gippsland Lakes Implementation Council.

I believe that the "formers" are significant as symbols of the changes in Gippsland in the last decade. There have been huge structural changes in Gippsland, examples being local government, the water and energy industries, transport, education and the justice system. Old cultures of paternalism and parochialism had already been breaking down, but have been rendered obsolete by the dominance of competition and the market. Our social, commercial and even sporting links seem to continually break down and then be re-established in different ways.

Many of the changes Gippsland has experienced have been inevitable. Looking back, our structures were anachronistic, and were never going to survive the pressures of globalisation of technologies, markets and cultures. This does not mean that our current arrangements are ideal for the present, let alone a rapidly changing future.

Gippsland is not unique in experiencing these changes. However, our history of dependence on too few industries has resulted in painful transitions, exacerbated by our long history of sub-regional jealousies.

What does this mean for the Gippsland Community Leadership Program?

For a start, it means that the logic and vision of the Program are at least as relevant now as they were when it was launched in the mid-1990s.

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More than ever before, Gippsland now needs leadership with long-term understanding, a capacity to think beyond the confines of single industries or professions, an awareness of the strengths of the whole Gippsland region, a capacity to work together on issues of mutual interest, and a broad network of contacts across the whole region.

GCLP therefore needs to continue to renew the current year's Program, focusing on:

- Recruiting participants from across sectors, across Gippsland and from different levels of local leadership
- Maintaining the breadth of the program
- Having a strong presence in all the sub-regions, covering the cities, towns and rural areas.

GCLP must continue to shift our focus towards support for graduates to use their skills to support their local, sub-regional and regional communities, such as through SkillsBank Gippsland projects. We must also revisit our governance arrangements, to ensure that we are effective in our mix of representation (including sub-regions, graduates and sponsors, as well as i-GAIN) and of skills. And we must continue to look for new initiatives for GCLP to play a leadership role in Gippsland.

The Program must sustain itself. Its quality is no guarantee of funding, so sponsorship remains a high priority.

The GCLP resources are relatively limited in the office (currently with Nicola three days per week, Tracey two days per week and my 1.5 days per week). However, the resources of our graduates, participants, committee and sponsors are huge, and we must continue to work creatively in harnessing them.

GCLP has achieved remarkable outcomes each year since its introduction in 1996. Our challenge is to pull together these successes to achieve the GCLP vision for Gippsland leadership.

**Ian Gibson**  
**Executive Officer, GCLP**

## **GCLP Networking Opportunity**

### **Saturday 31 July – Kernot Hall Morwell**

### **Masquerade Rock & Roll Ball**

Two tables have been booked for GCLP graduates,  
participants and partners.

See the 'GippsLeader' for more details or contact Tracey in  
the GCLP Office on [TMatthies@igain.vic.edu.au](mailto:TMatthies@igain.vic.edu.au)

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# Seastar 2004 Team

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Congratulations to Craig Moon (GCLP 2003) who was a volunteer member of the Seastar 2004 Team which won an award and a special commendation at the World Environment Day awards in early June.

The Seastar 2004 Team was an outstanding community effort to eradicate the marine pest, the Northern Pacific Seastar from the waters around Inverloch. The first seastar was found in a tidal rock pool at Anderson's Inlet, near Inverloch, late last year. As more of the pests were discovered, it became obvious that there was a population of the seastars in the nearby waters.

Each female Northern Pacific Seastar releases 20 million eggs in its annual spawning cycle, so the potential for damage to the marine environment was huge. Fortunately the seastars which had already been found were too young to breed, which gave the team hope.

The community rallied and brought together volunteer divers, boaters, SES, Red Cross, walkers and community members, to formulate a plan to eradicate the pest. The team conducted a series of diving events, removing seastars individually, by hand. Their last dive, on Sunday, June 6, found just eight seastars.



Craig, who is also a member of the Latrobe Valley SCUBA Club, was a volunteer diver on several of the diving events.

The team was honoured on World Environment Day with the Award for Best Community Based Environmental Project or Initiative, and a special commendation for Excellence in Marine and Coastal Management.

Obviously a keen diver, Craig recently travelled to Narooma to with the Latrobe Valley SCUBA Club to dive with sharks.

"Throughout our program in 2003, different leaders spoke of getting out and doing things outside your comfort zones," Craig said, "This is something I firmly support and often try and get out for something different, exciting and challenging."

The club trip to Narooma was intended to increase the probability of facing divers' fears of coming across sharks. It succeeded and Craig was thrilled.

"It was a fantastic trip and seeing these magnificent creatures in their natural environment was a real buzz, something I highly recommend and can't wait to do again!"

Craig is currently on secondment to South Australia with International Power Hazelwood, and has made links with the Governor's Leadership Foundation.

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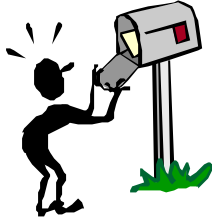
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## Send Us Your News!

We need you to send us articles and information for the GCLP newsletter! Help us to keep the communication lines open between graduates, current year participants, sponsors and supporters of GCLP.

Send your contributions to Diane Wilkinson, [wilkinson1@bigpond.com](mailto:wilkinson1@bigpond.com) or Tracey Matthies at i-Gain, PO Box 1089, Morwell 3840 or email [TMatthies@igain.vic.edu.au](mailto:TMatthies@igain.vic.edu.au)





# Around the Traps

- News from GCLP Graduates

😊 **Ian Needham, 1996 Graduate** has recently embarked on a new business venture. Ian and his wife, Janet, have purchased The LV Printers, which is a well known business around the Latrobe Valley. The LV Printers have been around for years – in fact one of the previous owners, Mick O’Sullivan told Ian that they would be only the third owners in 70 years! Janet and Ian are the major shareholders, with another partner also involved.

The original owner was Bert Thompson, who also ran the Traralgon Journal. He sold the Journal off to the company that owns the Express and sold the printing business to Mick O’Sullivan and Trevor Howe in 1975. Mick has now retired, while Trevor is staying on for several months during the transition period.

Needham PR will continue to operate in conjunction with the printing operations and Ian has relocated his office to The LV Printers premises in Church Street, Traralgon, next door to the Business Post Office. Ian believes that this is a great opportunity as it broadens both businesses.

**Congratulations Ian from all at GCLP and best of luck in this new business enterprise.**

😊 **Craig Moon, 2003 Graduate** is currently on secondment to South Australia with International Power Hazelwood and recently attended a Governor’s Leadership Foundation lunch that included the active discussion of leadership and ethics facilitated by Geraldine Hawkes from St Paul’s Ministry.

Craig said, “The scene was set for some interesting discussions by some key statements that came out of an invitation by Oriah Mountain Dreamer (an Indian Elder). These statements move the reader to look inward and ask questions of themselves. It is these statements I wish to share with the GCLP, they are as follows:

**It doesn't interest me what you do for a living. I want to know what you ache for and if you dare to dream of meeting your heart's longing.**

**It doesn't interest me if the story you are telling me is true. I want to know if you can disappoint another to be true to yourself; if you can bear the accusation of betrayal and not betray your own soul; if you can be faithless and therefore trustworthy.**

**I want to know if you can see beauty, even when it's not pretty, every day, and if you can source your own life from its presence.**

**It doesn't interest me who you know or how you came to be here. I want to know if you will stand in the centre of the fire with me and not shrink back.**

**It doesn't interest me where or what or with whom you have studied. I want to know what sustains you, from the inside, when all else falls away.**

**I want to know if you can be alone with yourself and if you truly like the company you keep in the empty moments.**

Craig said he would also like to recommend an article on Ethical Leadership by Simon Longstaff, which can be viewed at [http://www.itim.com.au/f2010\\_stpauls\\_ethical.html](http://www.itim.com.au/f2010_stpauls_ethical.html)

# SKILLSBANK GIPPSLAND LAUNCH

SkillsBank Gippsland is off to an exciting start with interest from graduates and widespread media coverage leading to a number of applications for assistance.



More than 100 GCLP graduates, participants and supporters attended the sub-regional networking events to launch SkillsBank Gippsland and the new website. The events were an ideal opportunity for people to learn about the project and understand how they could be a part of it.

Regional newspapers published photographs and reports of the launches, and GCLP Executive Officer, Ian Gibson, was interviewed on the eve of the final launch event by Penny Johnston on ABC Gippsland's afternoon drive program.

Project placements to date have included:

- Ross McDermott (2003) and Kendra Dean (2000) to the Central West Gippsland Community Advisory Committee;
- Michelle Toppin (2003) to provide project management advice to the Moe Development Group's cybercafe project; and
- Tracey Matthies (2003) as guest speaker for the Chisholm Institute Wonthaggi Campus graduation ceremony.

Other graduates have expressed their interest in supporting a range of other projects, including a board member for the Churchill Neighbourhood Centre, youth mentors for the Gippsland East Local Learning Employment Network, and guest speakers and youth mentors for the Latrobe Youth Council, but placements are still to be finalised.

Anyone who is asked but unable to support a not for profit community group should refer the group to SkillsBank Gippsland. Although we cannot guarantee to find graduates for every request for assistance, it is still a good opportunity to spread the word about GCLP and SkillsBank Gippsland. Refer people to [www.gclp.asn.au](http://www.gclp.asn.au) where they can read about SkillsBank Gippsland or download an application form. Please note that a separate application form has been provided for organisations requesting a one-off guest speaker.

SkillsBank Gippsland is the community practice arm of GCLP and provides an opportunity for graduates to give back to their community. It is also a valuable marketing tool for the program as it is one method of quantifying the return from GCLP to the community. So, when you are asked to consider a SkillsBank Gippsland project, please give it some serious thought. After all, giving to support your local community can be as satisfying and rewarding for you, as it is for the group which you support.



For further information about SkillsBank Gippsland, visit [www.gclp.asn.au](http://www.gclp.asn.au) or contact GCLP Project Officer, Tracey Matthies, on 5135 4304 or [TMatthies@iqain.vic.edu.au](mailto:TMatthies@iqain.vic.edu.au)

# NEW GCLP BROCHURE



Have you seen the new GCLP brochure?

GCLP now has a professionally produced brochure which can be used to promote the program to potential candidates and sponsors.

The full-color brochure outlines why GCLP was established and how it operates, and also describes the benefits of the program to both participants and the community. A key feature of the brochure is a tear-off section for people interested in applying for the program, and for individuals or companies interested in providing sponsorship.

Contact Nicola or Tracey in the GCLP office, 5135 4304 or [gclp@igain.vic.edu.au](mailto:gclp@igain.vic.edu.au) to have copies of the brochure sent out to you.

It would be great for the program and great for Gippsland to have the GCLP brochure on display in all our workplaces

## Looking for a new directorship or directors for your board?

### Australian Institute of Company Directors, Directors Register can help!

Over the last 25 years board structure and operations have changed considerably. So with all these changes occurring, what is expected of boards and how can you equip yourself for your new board appointment now or in the future. Korn/Ferry and Spencer Stuart, two of Australia's top executive search firms have identified some of the key trends that may emerge in the future.

Boards will be made up of predominately outside directors, will have fewer meetings (average 8 per year) and will comprise of about 10-13 members compared to 16-25 directors 25 years ago. There will be more diversity by having more women, international directors, fewer CEO types, more senior operating and financial executives and technology orientated executives (which would cause boards to trend younger).

With this in mind, the need to keep educated and up to date on your duties and responsibilities is vital to your role as a director and your future board placements. With the increased competition for these types of roles, it is imperative that further education and professional development be undertaken. Boards can no longer rely on the group expertise of the directors that sit on a board, they need to go further and scrutinise the performance, professionalism and the results that each individual director produces.

The **Directors Register** is a useful tool to assist you to find yourself a new or additional board placement or will help you find directors for your board. By being a member of AICD, you are already one step ahead of many, and we can assist you to gain the education, corporate governance knowledge and professionalism you need to be a successful director.

Apply for the Directors Register now by visiting [www.companydirectors.com.au/dregister](http://www.companydirectors.com.au/dregister). Once you have sent in your application to AICD you will receive a username and password to access the internet based service which enables you to then upload your profile including your CV, photo and educational background. Make sure when you visit the Directors Register site, view the Board Appointments page for insights on the important things to consider before accepting a new board appointment.

# Manage Your Own Details on the GCLP Website



Graduates can now self-manage the information that GCLP holds about them by using the new website.

All GCLP graduates, participants, office staff and committee of management members have been allocated a username and password which allows them to access the secure section of [www.gclp.asn.au](http://www.gclp.asn.au). Anyone who has not received, or who has misplaced, their log in details can contact the office for assistance.

By logging in, you can click on 'Edit my profile' to maintain your contact details. A change in employment means you may have to update email, phone, mobile phone and address details. If you move house to take up a new job, you will also have to change all of your personal contact details! You can also elect to have your GCLP emails sent to home or work, depending on your circumstances at the time.

Another feature of this area is your bio notes. This is the public information about you which can be viewed by anyone visiting the website, so it's important that it be kept as current as possible. To update your online photograph, please send your

photo, preferably in digital format, to the GCLP office where it can be checked and resized for uploading.

Whenever you make any changes on the website you must click on 'Apply Changes' or they won't be saved and you will need to re-enter them.

Graduates can also use the website to edit their skills profile by adding or deleting skills, and adding detail to skills. Each skill must be added/edited individually, but graduates can have as many skills listed as they wish. Maintaining your skills profile helps GCLP Project Officer, Tracey Matthies, match suitable graduates with requests for assistance from SkillsBank Gippsland.

The website is a tool for graduates and participants, and makes it easier for the GCLP office team to maintain contact with you, so please visit the site regularly and ensure that your details are kept up to date.

For assistance with any aspect of using the GCLP website, contact Tracey or Nicola in the office on 5135 4304 or email [gclp@igain.vic.edu.au](mailto:gclp@igain.vic.edu.au)

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## COMING EVENTS - GCLP SPONSORS LUNCH

Keep an eye out for more details on the GCLP Sponsors' Lunch,  
which will be held on July 28<sup>th</sup> during Leadership Week.

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## GCLP Program Day News

Chicken Soup for the Soul was the quirky title adopted for the GCLP 2004 Arts and Culture Day, the latest program day completed for this year.

No doubt the title was related to the GCLP speakers of the day, Dan Clancy, whose topic was 'Etiquette When Eating Soup: The Do's & Don'ts', and Grant McNeill, 'The Etiquette of Eating Soup with a Fork.'

Objectives of the day included exploring the role of arts and culture in the Gippsland community, reviewing the obstacles to arts development in the region, and addressing the possibilities of arts providing a catalyst for community development within Gippsland townships.

Youth Day was titled Young People in Gippsland and held at the Blackwood Centre for Adolescent Development at Hallora. By all accounts it was an extremely productive day which exposed participants to the concerns of young people and the approaches being used by service providers to address those concerns. A call to participants to contribute to showbags for the young people who joined the day resulted in a unique collection of thank-you gifts, which were much appreciated.

An innovation in this year's program is the introduction of a mid-year review which will give the participants an opportunity to review and reflect upon their GCLP experiences thus far, and share their ideas on the remaining program days.

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## Leadership Management Australia – Leadership Employment and Direction (LEAD) Survey

As reported in the last edition of Gippsleader, Leadership Management Australia is looking for Gippsland businesses to participate in the next Leadership Employment and Direction (LEAD) survey – an Australian wide trend tracking survey into issues affecting the Australian workforce.

Around 30 responses from Gippsland businesses are needed to enable these results to be separated and compared with the Australian average. Businesses of all types and sizes are invited to participate.

To find out more about LMA visit [www.leadershipmanagement.com.au](http://www.leadershipmanagement.com.au). For registration to participate in the survey, visit <http://lma.biz/lead/WattsFandrichreg.htm>

### Keep Up With GCLP News & Events

Visit the GCLP website at [www.gclp.asn.au](http://www.gclp.asn.au) regularly and keep up with news and events. Don't forget to let Nicola or Tracey at the GCLP office know about any networking opportunity that you are arranging or any exciting news from your area.

**Gippsland Community Leadership Program**

**Email:** [gclp@i-gain.vic.edu.au](mailto:gclp@i-gain.vic.edu.au)

**Website:** [www.gclp.asn.au](http://www.gclp.asn.au)