



3 March 2011

INSIDE:

[WHAT'S INSIDE](#) | [GLF ALUMNI DEVELOPMENT OPPORTUNITIES](#) | [GLF ALUMNI EVENTS](#)
[FELLOW'S NEWS](#) | [FELLOW IN FOCUS](#) | [PROFESSIONAL DEVELOPMENT ARTICLE](#)
[FREE COMMUNITY EVENTS](#) | [VOLUNTEERING](#) | [GLF LIBRARY](#)
[WHAT'S ON THE WEB](#) | [DIARY DATES](#)

WHAT'S INSIDE

The Leaders Institute has several new programs over the next few months and this is keeping the team and some of our attending Alumni very busy! Some established programs are seeing a new influence such as High Impact Women in Leadership who has a new lead facilitator with Dr John Wood. John is also delivering a new program for us in June – Mindful Leadership.

A free evening event on the Possibilities of Web 2.0 is a key Alumni event this month. Thank you to all those that have supported our inaugural Boardroom Bites lunch session also scheduled for March. This was oversubscribed and we have several names already for the next one with Mike Heard in June.

Be sure to keep up with your peers in the Fellows News and the extended Fellows in Focus section of this edition. There is also a volunteering opportunity that has been recommended by one of our Fellows. So with plenty of opportunities to get involved for skills development, volunteering, free events and keeping up to date with the Alumni, we hope you enjoy the read.

GLF ALUMNI DEVELOPMENT OPPORTUNITIES

Ⓛ THE COACHING LEADER – Three positions available – register today.
Increasingly, the role of a coaching leader is to create 'spaces of possibility' for those they lead; a space where traditional authority, expectations and day-to-day activity is paused. A space that allows the exploration of life's many successes and challenges in ways that encourage greater effectiveness. Within this space the role of the coach is to guide, to contain, to mirror, and to listen.

Your lead facilitator for this program will be Dr Richard Harmer, GLF Leadership Consultant and it will be held at the Leaders Institute on the **10th and 31st of March 2011**. The investment for this program is \$950 plus GST for financial members and \$1,200 plus GST for others. For more information download the [brochure](#). To secure your position please complete a [registration form](#) and email to Raeleen.day@lisa.com.au or fax 8125 5889 today.

Ⓛ THE ART AND PRACTICE OF ETHICAL LEADERSHIP – From crises within our religious institutions, corporate greed and a lack of responsibility for public funds, to short-term thinking and decision-making by our politicians - our news is filled with examples of an ethical void in leadership and more generally in society today. A new program, the Art and Practice of Ethical Leadership, developed as a joint venture with the [Ethics Centre of SA](#), is intended to fill this void.

This program will prepare you in thinking ethically and making ethical decisions. Using a mix of interactive seminars, workshops, case studies and an organisational ethical audit tailored to the backgrounds of program participants, this 2 day program will assist you to build your own ethical muscle and help you apply high ethical standards and practices in your personal life, your professional roles, your organisation and your community. The investment for this program, being held **Thursday and Friday 7-8 April** is \$950 plus GST for financial members and \$1,200 plus GST for non financial and non-members. To secure your position please complete a [registration form](#) and email to Raeleen.day@lisa.com.au or fax 8125 5889. Venue: Leaders Institute of SA, L 1, 164 Greenhill Road, Parkside. **Register by 4th March.**

Please note: We will be running this program internally for several clients. If this is something you would like to discuss, please contact Sarah Rhead on 7070 0960 or sarah.rhead@lisa.com.au.



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LEADING WITH EMOTIONAL INTELLIGENCE – Due to popular demand this program will be held again on **Thursday 14th April**. We already have a waitlist so get in fast to secure a spot! Your lead facilitator for this program is **DR RICHARD HARMER**, GLF Leadership Consultant. Previously the Director of Client and Network Services at Genos, Richard is a Master Trainer of Genos Emotional Intelligence (EI) – the model of EI explored in this program. Richard has trained over 1,000 people in the skills of EI and has more than 1,000 hours in face-to-face coaching time in this field. Richard has completed a Masters degree in EI and is published in the area, and is a practitioner in the assessment and development of EI in the workplace. Richard has deep expertise in the design of process and delivery of EI programs to enhance workplace and leader performance.

Research shows that honing emotionally intelligent skills is one of the **strongest predictors of success** for employees and leaders alike. Emotional Intelligence (EI) refers to skills that define how effectively we perceive, understand, reason with and manage our own feelings and those of others. Unlike IQ, EI is not a fixed measurement that stays the same over the course of your lifetime. In fact, you can improve EI to dramatically improve workplace relations, job satisfaction and job performance. A workforce fortified with these skills is the backbone of a healthy workplace that naturally breeds enhanced communication and collaboration, paving the way for true innovation.

The investment for this program is \$445 plus GST for financial members and \$495 plus GST for non members. For more information please download **more information and a registration form** from our website and return by **March 25th**.

LEADING EVOLUTIONARY CHANGE: FOUNDATION PROGRAM – **Our top 5 reasons to register now.**

1. You each bring a specific current challenge you will work on throughout the workshop. You will return to work with fresh perspectives, tools and new ideas on how to capitalise on them.
2. You will develop and grow as a leader, learning how to better lead, respond to and manage change, improve decision making, your ability to influence others, and contribute more holistically to your organisations.
3. You will develop a keener sense of how to target and realise profitability, employee engagement, and social and environmental benefit.
4. You will learn how to effectively utilise and leverage a "we" vs. "me" perspective to improve performance, teamwork and collaboration.
5. You will learn how to be better mentors, coaches and stewards of your organizations, communities and place.

It is an opportunity for leaders and change practitioners to deepen their effectiveness and the quality of their impact. This workshop is targeted to people who are already leading and doing, and are looking to expand, deepen, and improve the quality of their work. The investment for this 3-day program being held 4-6 May is \$1,800 (excl GST) for Financial Members and \$2,100 (excl GST) for non-financial or non members. This includes all materials and catering. For more information please download a brochure and testimonials from our inaugural program in 2010. To attend please complete a **registration form** by **8th April**.

HIGH IMPACT WOMEN IN LEADERSHIP – Registrations are open for the High Impact Women in Leadership Program which commences on May 5, 2011 and runs for 6 months. The program provides high quality personal and professional development. It links leadership development with self-awareness and mindfulness to deliver personalised pathways for individual and professional transformation. It is a program designed to:

- enhance capability in current assignments and more senior roles;
- increase ability to lead with mindfulness and self-awareness;
- encourage participants to move outside comfort zones and be bolder in their leadership; and
- build a network of colleagues to serve as mentors and role models.

Using leading-edge skill development and tools the program provides:

- identification of personality preferences and strengths;
- enhanced ability to appreciate different values and perspectives;
- ability to act from a values base – creating a meaningful and satisfying approach to leadership
- strategies to to 'let go' of unhelpful thoughts and patterns that limit optimal performance;
- ability to take committed action – based on personal values that facilitate meaningful change;
- enhanced skills in core leadership performance areas;
- greater personal power and energy;
- exposure to high impact leaders;
- a network of women colleagues.

For organisations this program provides a vehicle to build and leverage current and future women leaders. It will increase the credibility of gender diversity initiatives and raise awareness about the value women bring to their organisations.

This is the fourth year the HILW program will run and this year we are including a new lead facilitator – Dr John Wood. It is a joint initiative of the Leaders Institute of South Australia and Locher Human Resources and was established to respond to some of the challenges faced by women in the private, public and community sectors. The investment for this 6-month program is \$7200 plus GST. For more information download the **brochure, program model and registration form** from the **website** or contact Julie Worsman at Julie.worsman@lisa.com.au or phone 7070 0960.

11 MINDFUL LEADERSHIP – Mindful Leadership is the ability to mindfully achieve peak performance with a values based sense of meaning and fulfilment. This one day program will give you a solid introduction and foundation in mindfulness skills. When mindful we are more present and aware and therefore more able to respond in the moment, as required, because we are free from distracting thoughts, beliefs and emotions.

This workshop will help you understand mindfulness as an essential tool for successful leadership, applying it to performance, personal growth and well being. It will also help you work through “the one big thing” which may be holding you back in your life. During this interactive one day workshop you will:

- Understand how mindfulness is intricately related to successful leadership practices
- Practice a variety of mindfulness techniques specifically designed for leaders
- Identify your leadership purpose or mission
- Identify and work with The One Big Thing® you know holds you back from achieving your purpose or mission and set a plan of action to address this
- Experience unique personal transformation practices

Your lead facilitator for this program will be Dr John Wood and it will be held at the Leaders Institute on the **2nd of June 2011**. The investment for this program is \$445 plus GST for financial members and \$495 plus GST for others. To read more please [click here](#). To secure your position please complete a [registration form](#) and email to Raeleen.day@lisa.com.au or fax 8125 5889 by 5th May.

GLF ALUMNI EVENTS

JUDITH GRIGGS – A FASCINATING CAREER PATH...AND TRYING NOT TO CRASH!

Judith Griggs, twin sister of well-known GLF graduate Dr Amanda Rischbieth FGLF04 and sister of the renowned trauma specialist Bill Griggs, will be visiting Adelaide in March and will be speaking at an Australian Institute of Company Directors (AICD) lunch. Born and raised in Adelaide, Judith has had a fascinating career in Formula One racing – as CEO of the Australian Formula One Grand Prix in Melbourne followed by 12 years as COO with Allsport in Switzerland on the international side of Formula One in advertising, sponsorship and marketing. As a Leaders Institute financial member, including GLF’ers, Honorary and Foundation members, you will have the opportunity to attend this lunch at **AICD member’s rates**. **Date:** Wednesday 30 March 2011
Time: 12.00pm to 2.00pm, **Venue:** Adelaide Entertainment Centre, Star Room. Please [click here](#) for details and write GLF or Leaders Institute next to the Member designation to book at the discounted rate.

THE POSSIBILITIES OF WEB 2.0 – FREE SEMINAR - Tuesday 22nd March Web 2.0, is a phrase coined by O'Reilly Media in 2004, and refers to a second generation of internet-based services-such as social networking sites, wikis, communication tools, and folksonomies - that emphasise online collaboration and sharing among users. The advent of Web 2.0 characterises the shift in the World Wide Web from a collection of static sites and experiences to a global space of deeper and broader content with richer interaction between individuals. Some of these Web 2.0 services and companies have appeared out of nowhere to quickly change the dynamics of Internet marketing and advertising. For example, the online video sensation YouTube was founded by two young California entrepreneurs in February 2005; less than two years later it was sold to Google (in October 2006) for \$1.65 billion. This is good news for many including small business to large, NFPs and social innovators, because new applications such as blogs, wikis, and online video advertising can level the playing field, extend our reach and are far more affordable than traditional advertising methods. Yet, given the wide array of options, confusion reigns when it comes to selecting Web2.0 marketing for organisations and community initiatives.

So how should marketers, social innovators and leaders alike look at and take advantage of, the possibilities of Web 2.0? Come along to a **FREE** member event to see how social media can cost effectively expand your footprint and further your cause. Patrick Baker & Associates, a marketing consulting company with expertise in web 2.0 marketing, are generously sharing their specialist knowledge in a once only evening from **5:30-7:30pm, on Tuesday 22nd March 2010**. To register your interest for this event please email Raeleen.day@lisa.com.au by **Friday 14th Mar 2010**.

HAWKE CENTRE

Manal Omar - Director, Iraq Programs at the United States Institute for Peace, Wednesday 9 March 2011, 5.30pm refreshments followed by address at 6.30pm, Kerry Packer Civic Gallery, [UniSA City West campus](#), Hawke Building level 3, 50-55 North Terrace, Adelaide.

Named in 2007 by Islamic Magazine as one of the ten young visionaries shaping Islam in America, Manal Omar began her career as a journalist in the Middle East in 1996. Since then she has worked for multilateral aid organisations, focusing on women’s rights within an Islamic framework, and the role of women in post conflict, peace mediation and nation building. Manal’s work has taken her to diverse countries including Yemen, Bahrain, Afghanistan, Sudan, Lebanon, Occupied Palestinian Territories and Kenya. Her memoir, *Barefoot in Baghdad*, chronicles her work with women in Iraq. Between 10,000 – 20,000 civilians have been killed in Iraq since 2003. The majority of those have been women. Manal Omar will be speaking about the role of women in conflict and post-conflict situations, specifically focusing on her recent experience in Iraq. **Tickets: \$25 (proceeds will go towards supporting UN Women projects that promote women in governance and leadership)**. Book via [Hawke Centre website](#).

FELLOW'S NEWS

JUANITA ALCANTARA FGLF03 whilst still with General Motors is currently on an International Assignment since August 2010. She is currently working for GM Thailand as Director of Launch Quality.

KAHER KAZEM FGLF02 is now with GM Thailand/ASEAN as Vice President of Manufacturing & Quality.

MATTHEW PEARS FGLF00 has been appointed CEO of the City of Mitcham.

JOHN MILLER FGLF06 has been appointed to the Board of Holiday Explorers and commenced in December 2010. Holiday Explorers is a non-profit organisation providing an affordable range of holidays for people with intellectual disability living in South Australia. They were established in 1988 to provide respite for families caring for a person/s with intellectual disability. This is another success for the Community Board program.

LEANNE MUFFET FGLF04 has given birth to baby daughter Sophia Genevieve on the evening of Friday 11 February. Having spent 6 days in Mt Barker hospital Leanne and Sophie are well and at home. Congratulations.

HOUSSAM ABIAD FGLF08 was recently elected a member of the Adelaide City Council. Houssam is enjoying the new challenges associated with being a Central Ward Councillor.

AMANDA RISCHBIETH FGLF04 and current participant **NICOLE GRAHAM** have both been selected as recipients of a Board Diversity Scholarship Program from the AICD. They are two of the four South Australians (of 70 nationally) who have won one of these terrific scholarships.

FELLOWS IN FOCUS

NICOLE NOTT FGLF02 is one of our earlier graduates and has some career twists in recent years resulting in her being the Owner/Director of O.T Private Pty Ltd, a fast growing medical risk management company providing outsourced first aid and emergency medical services to high risk and high value operations. The O.T Private team consists of doctors, nurses, paramedics and allied health professionals with a passion for workplace health and safety. They provide staff for one off, short term and long term projects including open days, product launches, mine sites, sports events and concerts. Many of the team have specialized training and skills in rescue and retrieval, confined space, breathing apparatus and hyperbaric medicine.



O.T Private is currently delivering a total health solution including 24/7 paramedic, rescue and medical response services to the construction of the 1.8 billion Adelaide Desalination Plant. O.T Private has commenced a new joint venture with Queensland based EMC Rescue Pty Ltd to provide medical and emergency response services to HWE and One Steel at their South Middleback Ranges Site. There has been lots of fun too providing medical care for a new vehicle launch, the Triple M Running of the Brides Competition and from tulle to lycra, looking after the SANTOS team in the Tour Down Under.

Nicole is enjoying the diversity of finding medical solutions for industry, manufacturing, construction, mining, events and film and television activities. This involves working with event planners, health and safety managers and risk managers to determine what the expected risks are and what equipment and staffing is needed.

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‘It is extremely satisfying to assist companies to manage the occupational health of their workforce to prevent illness and injury,’ says Nicole. In the unfortunate event of an accident or incident ‘our paramedics are ready to respond immediately giving the workforce and management confidence that they can protect their most valuable assets, their people.’

To support Nicole in managing her rapidly growing company, Nicole has elected to become part of the **EDGE** program. Nicole commenced her first session yesterday and we believe she will get great value from her peer mentoring group as she navigates the rapid growth of her company.

KEITH DRISCOLL FGLF05, Executive Director Metropolitan Patient Services is representing the SA Ambulance Service abroad, putting his knowledge and expertise towards the improvement of the ambulance service in Tonga. Situated in the South Pacific Ocean, the Kingdom of Tonga has a modest population of almost 102 000 people spread over 170 islands, with only 42 of them inhabited. Keith’s investment in the development of Tonga’s ambulance service began in 2009. In May of that year he travelled to Tonga in response to an advertisement seeking assistance with training for its fledgling ambulance service. Keith’s aim was to assist in developing a locally sustainable service that suited the needs of the local community. Whilst understanding there would be minimal infrastructure Keith was still surprised at what little was being achieved. With such scarce resources, this was going to need a long term commitment to assist.

Keith and two other SAAS staff travelled to Tonga on a voluntary basis in November 2010 for the commencement of a training program. They were to also provide advice and strategic direction for the development of the service. Among the activities conducted were:

- Running a 4 day intensive training course for 30 people including drivers (now ambulance officers, nurses (now paramedics), fire officers, police officers and red cross staff
- Meeting with Ausaid, the Australian High Commissioner and the Deputy Prime Minister/Minister of Health
- Meeting with local business and community groups seeking assistance and funding for the project.

The team worked with the Tongan Ministry of Health to achieve their goals in the short stay. The team was also kept busy compiling various documents of recommendations for the Ministry of Health which will assist in the improvement of the Tongan ambulance service. The enthusiastic manner in which the Tongan people accepted the training and advice was humbling. A number of the initiatives and recommendations have already commenced since the team returned home. Keith would be more than happy to receive advice or offers of assistance in the project particularly contacts in shipping would be ideal as freighting equipment is an expensive exercise. Keith has tentative plans to return in April this year for the next stage of the project.

*To read more about what our fellows have been doing, please see page 6 where **RICHARD SYMONDS FGLF03** talks about his experience volunteering for iTRACK, a Smiths Family initiative.*

PROFESSIONAL DEVELOPMENT ARTICLE – SUSTAINABILITY LEADERSHIP: LEADING CHANGE

This month we are delighted to include the following article, penned by our own CEO, Niki Vincent for In Business magazine's December 2010 issue, in which she challenges the effectiveness of 'mainstream leadership' to deal with such complex issues as sustainability.

We live in an age of remarkably complex challenges. Climate change is an obvious example as it requires individual action as well as the adaptation of business models, systems of production and power. Critically, it also calls for global collaboration. What's remarkable is that there is so much activity already underway within the Australian business community. This kind of change takes leadership – but not mainstream leadership which applies standard approaches and conventional knowledge (the same kind of thinking that created the problems in the first place).

The issues of sustainability are tangled, complex, and involve multiple systems. Solving them requires new learning, creativity, innovation, new patterns of behaviour, and painful adjustments. Technical solutions – that is, applying knowledge that we already have (even if it is 'state-of-the art') - will only provide a partial solution and will not suffice in dealing with the issues in the long term.

So, what is the role of leadership? I subscribe to the view of Harvard Professor Ron Heifetz and his colleague Professor Marty Linsky, that leadership is an activity – the function of which is to mobilise people (or groups of people) to address their toughest problems. However, most people tend to equate leadership with a person in a position of formal authority – the CEO, the boss, the president, the captain etc. and when things get tough, we tend to look to these authorities for the answers.

Unfortunately, if leadership is about mobilising people to address their toughest problems, then this creates a paradox because solving our toughest problems will generally require significant and often difficult adaptation.

As Heifetz and Linsky have noted, we don't usually hire or elect people into positions of authority to confront us with difficult questions. We want them to fix the problems without causing us pain. Unfortunately, under the weight of this responsibility, those in authority often end up watering down the action they take, or simply finding a technical solution as a temporary quick fix. This is why we see much more routine management in our society rather than leadership.

So, what does it take to lead change of the kind required to help us move towards sustainability? You'll need courage for a start - being prepared to take risks and act beyond your authority when progress demands it. You must be prepared to push against the rules, standard operating procedures and organisational culture, and to ask the hard questions.

You'll also need compassion – understanding that those who resist what you are trying to do are generally doing so because they will face loss in some way if you are successful. Adaptive change challenges people's habits, beliefs and values as well as their sense of competency. Leaders need to understand and acknowledge the discomfort they create and pace the rate of change so that people can absorb it – otherwise people will find ways to undermine and sabotage it. Of course, a powerful vision to inspire hope rather than fear – to help people focus on the future rather than what they have to lose - is essential.

Underpinning all of this is the most important leadership tool – self-awareness. Self-awareness is a prerequisite for effective communication and interpersonal relations, as well as for developing empathy for others. Importantly, it allows us to understand what gives meaning to our lives and empowers us to consciously and actively pursue this with integrity. It also provides an anchor (the self) as distinct from the roles that we play in life.

So, how can we develop all of this? Leadership is like building muscle. The more you train, the stronger you get. In a world of very complex challenges that demand leadership capacity that many of us do not yet have, there's no time to waste in developing ourselves and the people in our organisations.

The development of our leadership capacity is not an easy road - in fact, it's very demanding. It requires us to retain an open and enquiring mind, a commitment to life-long learning and to the continuous development of our character. It also means a commitment to a continuous restructuring of ourselves towards greater self-awareness, decreasing defensiveness, increasing cognitive complexity, increasing personal autonomy, responsibility, flexibility and reflection. It means learning to live with making mistakes and developing greater tolerance for difference, uncertainty and ambiguity – being able to move forward and make progress on issues without necessarily solving them or getting closure. It may also mean being prepared to take the heat to stand out from the crowd.

The problems we face in the world might represent powerful forces - but this doesn't let us off the hook. On the contrary, it makes it even more pressing for us to be part of alternative forces that envision a different future and take responsibility for seeing it come to fruition. This is the work of real leadership.

The Leaders Institute of South Australia is the State's premier leadership development organisation. We are a not-for-profit organisation that offers unconventional, unmatched and unforgettable opportunities for personal and professional growth. Through our programs, alumni, and alliances with leading organisations, we are striving to be a key catalyst for positive change and prosperity in our State through the development of wiser leadership.

Niki Vincent, Chief Executive Officer, Leaders Institute of SA

References: Ron Heifetz and Marty Linsky 'Leadership on the Line' 2002 – HBS Press.

FREE COMMUNITY EVENTS

HAWKE CENTRE

Dr Gill Hicks, 2009 UK Australian of the Year, Wednesday 6 April 2011, Adelaide Town Hall, 128 King William Street, Adelaide SA, 5.30pm for a 6.00pm start, The Hawke Centre proudly presents an Adelaide-born international hero. Highly acclaimed peacemaker Gill Hicks was a survivor of the devastating July 2005 London terrorist attacks in which 52 people died. She made world headlines as she courageously learned to walk again using prosthetic legs and dedicated her life to deterring anyone from following a course of violent action. Her highly effective charitable organisation M.A.D. (**Making a Difference**) for Peace communicates through projects, talks and workshops core messages from her experience and encourages us to think of peace as a verb and something we can all 'do'. "Someone, somewhere is feeling the effects of something you have said or done, it is our responsibility to ensure that the choices we make are positive and constructive. If we can empathize then we can find lasting and sustainable peace."



Do not miss her story and the opportunity to ask questions. [Register HERE for this free event](#)

Adelaide Thinkers in Residence Public lecture with Fred Hansen, All On Board: Growing Vibrant Communities Through Transport, Tuesday 29 March 2011, Adelaide Town Hall, 128 King William Street, Adelaide. 6.00pm for a 6.15pm start. Fred Hansen is a world expert on transport. He believes that integrating transport planning and urban design is the key to ensuring vibrant communities.



What background does he bring to this perspective? He chairs the American Public Transport Association's work on sustainability and has been at the forefront of transforming Portland, Oregon into one of the most attractive 'lifestyle' cities in the world. Adelaide's lifestyle is often praised, but Australia-wide the hot infrastructure topic is urban transport. Fred's study of our place is showing us how to achieve an even more liveable, sustainable and productive city. Do not miss his final report card, and his clear vision for South Australia's urban development into the future. [Register HERE for this free event](#).

VOLUNTEERING OPPORTUNITIES

FIDO VOLUNTEER JOBS

INTERNSHIPS - Organisation: Youth Challenge Australia, **Location:** Bangalore, India, **Contact:** admin@youthchallenge.org.au. Are you studying or do you have experience in research, communication, teaching, marketing, web design or health? Assist in work on rural community health for 8 to 10 weeks. A fee of \$3700 to \$3900 covers travel and accommodation etc.

AUSTRALIAN BUSINESS VOLUNTEERS Contact: 6285 1686 or recruitment@abv.org.au

WEBSITE RESTRUCTURE - Location: Vietnam. A two month assignment in Hanoi and Ho Chi Minh City with a non-profit agency assisting disadvantaged children and youth. Review and improve the website and social media content and train staff in web design. Qualifications and experience in web design for marketing/communications and familiarity with Joomla are sought.

MANAGEMENT DEVELOPMENT - Location: Suva, Fiji. A two month assignment to build the management capacity of an NGO through training and strategic planning. Business management experience with particular interest in psychiatric care is needed. Travel, accommodation and living allowance.

ITRACK MENTORING PROGRAM – RICHARD SYMONDS FGLF03

I have been working for several years in higher education policy and advisory roles and have encouraged programs to support disadvantaged students to continue in education and/or training. I had always been distanced from the students, working mainly with organisers of mentoring or scholarship schemes. When I heard of the Smith Family's *iTrack* mentoring program I decided to put educational theory to the test and become a mentor myself to see how one of these programs work.

I had had no previous contact with the Smith Family but was immediately impressed with the professionalism of their staff and the quality of training I received prior to becoming a mentor. The *iTrack* program operates online through a secure and

confidential chat room format with students self-selected from several schools in areas of low educational retention and social disadvantage. Each mentor is paired with a mentee, usually around 15 years old in year 10, and they 'meet' online for one hour/week for 20 weeks. The student is in a supervised situation in school and you access them from wherever you are at the time (I even logged on from Singapore while on holiday).

It was with some ambivalence that I approached the first online meeting with my mentee. Would we have anything to say? Would she think me an old fart? Would the sessions be of any value to her? I needn't have worried. The training helped establish an early relationship and we talked about all sorts of things that were influencing the choices she was making about her future. I learned an enormous amount from her and was grateful for the trust she placed in me.

I would encourage anyone to get involved in *iTrack* if you can afford an hour/week at a set time. For safety reasons there is no contact with the student outside the chat room and (sadly) you won't get to know how they progress after the mentoring session. But the Smith Family keeps tabs on the program and has some impressive stats on the overall progress of students who have been mentored.

The Smith Family is currently recruiting mentors for the 2011 program. If you want to learn more about *iTrack* or volunteer to be a mentor go to: <http://www.thesmithfamily.com.au/site/page.cfm?u=129>.

GLF LIBRARY

We have several new additions to the library. If any of these are interest, please organise your loan with Raeleen Day by calling 7070 0960 or via email at Raeleen.day@lisa.com.au.

- The Way We're Working Isn't Working. by Tony Schwartz
- Action Inquiry: The secret of timely and transforming leadership. by Bill Torbet & Associates
- What Makes Us Tick? By Hugh Mackay

WHAT'S ON THE WEB

Please find below some to recently added content which you might find useful and interesting:

- The Art and Practice of Ethical Leadership on 7& 8 April 2011 – [click here](#)
- Think Tank 2011 with SA Health – [click here](#)
- GLF Edge 2011 – [click here](#)
- Professional Development links – [click here](#)
- CEDA Events for March– [click here](#)
- 2010 GLF – MAC presentation in the media – [click here](#)
- Mindfull Leadership – [click here](#)
- Coaching for Leaders – [click here](#)

DIARY DATES

Date	Event	Presented By	Exclusive to Leaders Institute Members	Cost		
				Financial Institute Members	Non Financial Institute Members	Non Members
Mar 10 & 31	The Coaching Leader - Register by 3rd March (3 places still available)	Leaders Institute of SA	N	\$950	\$1,200	\$1,200
Mar 22	The Possibilities of Web 2.0 RSVP by 14th Mar	Patrick Baker & Associates	N	FREE	\$35	\$35
Apr 7-8	The Art & Practice of Ethical Leadership – Register by Tues 15th Mar	Ethics Centre of SA & Leaders Institute of SA	N	\$950	\$1,200	\$1,200
Apr 14	Leading with Emotional Intelligence – Register by March 25th	Leaders Institute of SA	N	\$445	\$495	\$495
May 4-6	Intro to Leading Evolutionary Change: Foundation Program – Register by 8th April	Leaders Institute of SA	N	\$1,800	\$2,100	\$2,100
May 5	High Impact Women in Leadership – Register by 31st March	Locher Human Resources & Leaders Institute of SA	N	\$7,200	\$7,200	\$7,200
Jun 2	Mindful Leadership - Register by 5th May	Leaders Institute of SA	N	\$445	\$495	\$495
Jun 16	Boardroom Bites – Mike Heard Register by Fri 27th May	TBA	Y	\$35	N/A	N/A

NB: Please note all prices in the above table exclude GST and cancellation fees apply to some events.