



Gippsland Community Leadership Program

Committee for Gippsland Inc.

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Background

The Gippsland Community Leadership Program (GCLP) identifies emerging leaders and supports the continuing development of our community leaders. It brings together selected leaders from diverse backgrounds across the whole of Gippsland during the program year and following graduation, provides entry to GCLP Fellows – the graduates of GCLP and to continuing community leadership involvement.

Participants in GCLP are drawn from all sectors of the community: business and non-profit organisations - health, education, industry, public sector, unions, rural, arts, community and volunteer agencies.

GCLP, the first established in regional Australia, is completing its 20th year in 2015.

Conducted under the auspice of the Committee for Gippsland Inc, the program is largely funded and supported by the Gippsland community, corporate and local government and external foundations. In addition, a number of (mainly) Gippsland bodies have provided significant in-kind support, including hosting program sessions, loaning equipment and providing access to facilities.

Selection

Candidates are chosen on merit, based on five criteria:

- Proven leadership record with clear potential for further growth;
- Above-average achievement, with at least five years relevant experience;
- Capacity to enter senior level management in Gippsland business/industry, community or public sector;
- Potential to contribute significantly to the wider Gippsland community;
- Willingness to accept the required time (and energy) commitment.

Selection is based on ensuring a mix of sectors, location, age and gender, with a strong preference for at least two participants who reside or work in each municipality throughout Gippsland.

Program Content

Program activities include 10 full day seminars, 3 residential sessions and 3 major functions together with opportunities to hear guest speakers talk at a more relaxed venue such as at an informal dinner. Seminars are held across Gippsland every two- three weeks, usually from March through to October. An opening, mid-year and closing residential (each two days/two nights) is an additional part of the program.

Participants also attend the 3 major functions – two of which are specifically focussed on themselves: the program's Launch and Graduation. Participants are required to attend the GCLP Annual Leadership Address which is held early in the second part of the year – generally in August.

The Program involves a self-directed community development project initiated through involvement in the participant's network or local community e.g.: mentoring of a young person or promoting leadership to local community groups etc.

Regional, state and national speakers discuss significant issues with the program participants, who also benefit from involvement in major regional developments, information-sharing initiatives and communication networks.

Experience so far confirms the value of addressing issues affecting sustainability, prosperity and social cohesion within the Gippsland region with a view to:

- Create a better understanding of all aspects of regional activity;
- Identify and evaluate the effects of internal and external forces;
- Encourage leaders to work together to positively effect change on pressing regional issues.

GCLP introduces participants to leadership skills through exposure to leaders, interaction with staff and other participants, and discussion of case studies. It is therefore an experiential learning process rather than a skill-based program.

Participants are involved in building and strengthening their leadership skills, better understanding their own impact (as a leader) on others. Increasing their own awareness of the way in which they lead and engage others will be achieved through specific leadership development activities included in the program.

INSTRUCTIONS and ADVICE

COMPLETING THE APPLICATION:

You complete your application using Survey Monkey – this is a copy of all the questions to assist your thinking.

- When using Survey Monkey, you can return to the application form and continue to complete it as long as you are using the same computer.
- If you have difficulty with Survey Monkey GCLP will supply you with the Word document - complete and email to info@gipps.com.au

Some aspects of the application require you to write at least a paragraph:

- Question 18 asks you to “list your main community interests”
- Question 21 asks “what are the three most exciting opportunities available to Gippsland?” and
- Question 22 seeks your response to “what do you feel needs to be done to develop one of these?”

You may want to develop these answers using your word processor and then paste it into the appropriate question's box.

- Complete every section.
- Two referees – and their contact details are required.
- Nominees must have full support of the organisation or corporation they represent. Individuals may nominate themselves.
- Applications must be signed by both candidate and employer, where applicable (electronically is acceptable).

All applications will be acknowledged upon receipt. If you do not receive an email acknowledgement please contact the Program Manager at 03 5623 3219.

INTERVIEWS

A selection of applicants will be interviewed by the panel during November/December. It is anticipated that all applicants will be advised of the outcome by the end of December.

General Advice

- Attendance at each of the three 2 day/2 night residential sessions (usually in March, July and November) is mandatory.
- Nominees must be able to attend the schedule of workshops/ seminars.
- Regular attendance is essential to achieve the best possible outcomes for both the individual and the group.
- An attendance policy is in place to monitor and manage this process.

Selection

All nominations are subject to confidential evaluation by a selection panel. The Selection Panel uses the criteria detailed in this document.

GCLP is committed to encouraging a broad range of candidates from diverse activities and areas to nominate for the GCLP. Individuals or supporting organisations should NOT be discouraged from applying for economic reasons. Partial or full Fee Bursaries (for the personal contribution only) may be available for self-funding applicants.

For each program intake, final selection of participants will reflect a mix of locations, age and gender and the profit/non-profit and public/private sectors to ensure diverse representation.

Applicants with specific access and other requirements, possibly due to disability, are encouraged to discuss their requirements with the GCLP Program Manager.

- Applicants with specific access and other requirements, possibly due to disability, are encouraged to discuss their requirements with the Program Manager at the earliest opportunity. GCLP will make all reasonable efforts to ensure equal access to venues and materials, but it is limited by the use of external venues.
- Applicants will need to convince the selection panel of their ability, and their willingness to allocate sufficient time to successfully complete this program.
- Successful applicants are expected to demonstrate an ongoing commitment by becoming financial members of the GCLP Ambassador (Alumni) group and participating in community development activities.
- Networking is a key strength of participation in GCLP. This is enhanced by making your contact details available, via the program office, to fellow participants and graduates of previous year groups.

If you have any questions please call 03 5623 3219

Good luck

Growing Gippsland's Leaders

1. PERSONAL DETAILS

Given Names	
Surname	
Preferred First Name	

2. AGE

Date of Birth: dd/MM/YY	
Age at 1 February 2016	

3. GENDER

Female

Male

4. HOME ADDRESS

Street Address	
Town	
Postcode	
Phone (home)	
Phone (mobile)	

5. EMAIL ADDRESS

Preferred Email Address	
Alternate Email Address	

Your Employment

6. EMPLOYER

Name of your organisation/employer	
Your work address	
Your work town	
Your work postcode	
Your work telephone number	
Your work Mobile phone number	
Your work fax number	

7. CURRENT EMPLOYMENT

Date of Commencement	
Present Title / Responsibility	

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Please provide a brief outline of your responsibilities	
How many days, if any, does your work require you to be out of Gippsland?	

8. AUSTRALIAN BUREAU OF STATISTICS EMPLOYMENT CATEGORY:

Please select the category that best describes your work

Accommodation, cafes and restaurants	Agriculture, forestry and fishing
Communication services	Construction
Cultural and recreational services	Education
Electricity, gas and water supply	Finance and Insurance
Government administration and defence	Health and community services
Manufacturing	Mining
Personal and other services	Property and business services
Retail trade	Student
Transport and storage	Wholesale trade
Not applicable	
Other (please specify):	

Additional Information

9. OTHER DETAILS

First Language Spoken	
Other Languages	

10. PERSONAL INTERESTS/HOBBIES. PLEASE PROVIDE DETAILS

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11. HOW DID YOU FIRST HEAR ABOUT GIPPSLAND COMMUNITY LEADERSHIP PROGRAM?

CEO / Employer	GCLP Advisory Committee member
GCLP Fellow	Media
Other (please specify)	

12. IF YOU ANSWERED 'GCLP FELLOW' ABOVE, PLEASE PROVIDE THE PERSON'S NAME

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Previous Work and Education

13. PREVIOUS EMPLOYMENT (PLEASE BEGIN WITH MOST RECENT)

1. Employer	
Title / Responsibility	
Date (from/to)	
2. Employer	
Title / Responsibility	
Date (from/to)	
3. Employer	
Title / Responsibility	
Date (from/to)	

14. WHAT DO YOU CONSIDER TO BE YOUR HIGHEST CAREER ACHIEVEMENT TO DATE?

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15. EDUCATION AND TRAINING (PLEASE BEGIN WITH MOST RECENT)

1. Name of Institution	
Location	
Years (from/to)	
Qualification Achieved	
Major Studies	
2. Name of Institution	
Location	
Years (from/to)	
Qualification Achieved	
Major Studies	
3. Name of Institution	
Location	
Years (from/to)	
Qualification Achieved	
Major Studies	

16. OTHER EDUCATION DETAILS:

Extracurricular / Leadership activities during education

Any special awards / honours / prizes?	
Have you completed any leadership training/courses/	

subjects via studies, employment or voluntary work?	
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Your Community Involvement

17. WHAT ARE YOUR MAIN COMMUNITY INTERESTS?

18. IF YOU HAVE PREVIOUSLY NOT HAD THE TIME OR INTEREST TO BECOME INVOLVED, WHAT CONDITIONS HAVE CHANGED THAT NOW ENABLE YOU TO SEEK INVOLVEMENT IN THE COMMUNITY?

19. COMMUNITY ORGANISATIONS

Please list, in order of importance to you, up to four community, civic, professional, business, religious, social, sport and/or other organisations of which you are, or have been, a member

1. Organisation	
Approx. Dates of Membership (from/to)	
Position(s) Held	
How many times each month do you currently commit to the above organisation or equivalent activities?	
What have you accomplished in these activities that you think is important?	
2. Organisation	
Approx. Dates of Membership (from/to)	
Position(s) Held	
How many times each month do you currently commit to the above organisation or equivalent activities?	
What have you accomplished in these activities that you think is important?	
3. Organisation	
Approx. Dates of Membership (from/to)	

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Position(s) Held	
How many times each month do you currently commit to the above organisation or equivalent activities?	
What have you accomplished in these activities that you think is important?	
4. Organisation	
Approx. Dates of Membership (from/to)	
Position(s) Held	
How many times each month do you currently commit to the above organisation or equivalent activities?	
What have you accomplished in these activities that you think is important?	

What You Think About Gippsland

20. WHAT ARE THE THREE MOST EXCITING OPPORTUNITIES AVAILABLE TO GIPPSLAND?

1.	
2.	
3.	

21. WHAT DO YOU FEEL NEEDS TO BE DONE TO SUPPORT ONE OF THESE?

22. WHAT DO YOU FEEL ARE THE THREE MOST SIGNIFICANT PROBLEMS FACING GIPPSLAND TODAY?

1.	
2.	
3.	

23. WHAT DO YOU HOPE TO GAIN FROM YOUR PARTICIPATION IN THE GIPPSLAND COMMUNITY LEADERSHIP PROGRAM?

24. IF SELECTED, WHAT DO YOU CONSIDER YOUR MAJOR CONTRIBUTION WOULD BE TO THE PROGRAM?



Program Fees:

Program Fees account for only a small component of funding of the GCLP. The Gippsland Community Leadership Program relies upon sponsorship from a variety of Gippsland organisations, businesses and local governments to fund the remainder (approximately \$8,500 per participant). This valued sponsorship allows the program fees to be reduced significantly.

PARTIAL SCHOLARSHIPS:

GCLP is delighted that in 2016, some partially funded places are available:

25. DAIRY SECTOR

2 participants funded by the Gardiner Foundation.

I wish to apply for this scholarship.

Yes

No

26. COMMUNITY AND EDUCATION SECTOR

1 participant funded by the Committee for Gippsland (Barry Rogers Bursary).

I wish to apply for this scholarship.

Yes

No

27. ABORIGINAL PARTICIPANT

1 participant funded by bankmecu.

I wish to apply for this scholarship.

Yes

No

* These scholarships require payment of the Participant Personal Fee - \$440.00

FINANCIAL HARDSHIP

Where financial hardship will disadvantage a participant from undertaking the GCLP program, you may apply for consideration under Financial Hardship via a letter of application when you submit this application. Applications for Financial Hardship Consideration will be assessed on a case by case basis by the Program Manager, in consultation with the GCLP Advisory Committee Chairperson and C4G Chief Executive Officer. Financial hardship will only be considered for applicants already accepted into the program.

28. DO YOU WISH TO APPLY FOR FINANCIAL ASSISTANCE?

If you answered yes to this question, please email a letter explaining your reasons for requesting Financial Assistance to info@gipps.com.au

Yes

No

Cost

29. MY EMPLOYER HAS AGREED TO RELEASE ME TO ATTEND THE PROGRAM

The organisation will pay the corporate fee of \$2640.00 inc GST on receipt of the official invoice from GCLP

Yes No

30. IF SELECTED I WILL PAY THE PERSONAL FINANCIAL CONTRIBUTION OF \$440.00 BY 28 FEBRUARY 2016.

Yes No

31. I, AND MY EMPLOYER, WILL PAY THE COSTS (PERSONAL CONTRIBUTIONS AND CORPORATE FEE) AS OUTLINED IN THIS DOCUMENT.

We also understand that there are other costs such as travel, and some meal and accommodation costs associated with undertaking the Gippsland Community Leadership Program.

Yes No

Commitment to GCLP

ATTENDANCE

Attendance at the Opening, Mid-Year and Closing Residential sessions, the Launch, Graduation and GCLP Ambassadors Annual Leadership Address is mandatory.

To graduate from the Gippsland Community Leadership Program, attendance at a minimum of 85% of program sessions is required.

32. WHAT PERCENTAGE OF THE SESSIONS DO YOU BELIEVE YOU WILL BE ABLE TO ATTEND?

85% 90% 100%

33. I UNDERSTAND THE GOALS AND TIME COMMITMENT OF THE GIPPSLAND COMMUNITY LEADERSHIP PROGRAM.

If selected I will devote the required time to attendance, to my Community Project, and to other activities.

85% 90% 100%

34. I UNDERSTAND THAT AS A GCLP FELLOW I COMMIT MYSELF TO INCREASED INVOLVEMENT IN AND LEADERSHIP OF MY COMMUNITY.

85% 90% 100%

35. I UNDERSTAND THAT, IF SELECTED, INFORMATION AND PHOTOGRAPHS TAKEN THROUGHOUT THE PROGRAM MAY BE USED FOR GCLP PROMOTION AND MEDIA RELEASES, INCLUDING THE GCLP AND ASSOCIATED WEBSITES.

Yes No

36. I CONFIRM THAT I UNDERSTAND AND AGREE WITH THE CONDITIONS OUTLINED.

Name:	
Dates:	

How You or Your Organisation Can Become More Involved in GCLP

Please discuss this section with your CEO and then respond:

37. MY ORGANISATION IS INTERESTED IN MORE INVOLVEMENT WITH GCLP

Yes

No

38. MY ORGANISATION WILL SUPPORT THE PROGRAM THROUGH SPONSORSHIP

Yes

No

39. I WOULD LIKE TO NOMINATE A PARTICIPANT BEFORE THE ADVERTISED CLOSING DATE

Yes

No

40. MY ORGANISATION WOULD LIKE TO OFFER CHIEF EXECUTIVE'S INVOLVEMENT, INCLUDING SPEAKER ENGAGEMENTS AND POSSIBLE MENTOR SUPPORT

Yes

No

41. MY ORGANISATION WOULD LIKE TO PROVIDE IN-KIND SUPPORT BY OFFERING AN APPROPRIATE VENUE FOR A ONE-DAY WORKSHOP DURING THE PROGRAM

Yes

No

42. MY ORGANISATION WOULD LIKE TO PROVIDE IN-KIND SUPPORT BY OFFERING AN APPROPRIATE VENUE FOR FOR A WEEKEND RETREAT

Yes

No

43. MY ORGANISATION SUPPORTS GCLP AT PRESENT

Yes

No

Endorsement by and Support from your organisation

Your application must be authorised by your organisation's Chief Executive Officer, Regional Manager, or equivalent.

44. MY ORGANISATION HAS GIVEN ME THEIR FULL SUPPORT TO PARTICIPATE IN THE GIPPSLAND COMMUNITY LEADERSHIP PROGRAM NEXT YEAR.

CEO/Regional Manager:

I, and my organisation, are aware of the time commitment which includes 3 mandatory 2 day/2 night residential sessions, GCLP Launch and Graduation Dinners, annual GCLP Ambassador's Annual Leadership Address, a minimum of 10 program days throughout the year, as well as other events and activities.

Yes

No

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45. CHIEF EXECUTIVE OFFICER/REGIONAL DIRECTOR/MANAGER'S DETAILS.

Complete the details below and arrange for this person to forward an email stating that you have their support to info@gipps.com.au

Name:	
Position / Title	
Organisation:	
Email Address:	

I confirm that we fully support the application

Date:	
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Personal Referees

46. PLEASE LIST TWO PERSONS, OTHER THAN YOUR CEO, WHO ARE KNOWLEDGEABLE ABOUT YOUR LEADERSHIP PERFORMANCE AND POTENTIAL.

These referees may be contacted by the selection panel.

Referee 1 Name:	
Contact Number:	
Position / Title	
Organisation:	
Referee 2 Name:	
Contact Number:	
Position / Title	
Organisation:	

Note: Applications from unsuccessful people are kept on file for 12 months and then destroyed.

Thank you for completing your GCLP 2016 Application.

If you require any other information please contact GCLP - 03 5623 3219.