



Reflections

Welcome to the first newsletter for 2008. The year started with a significant moment in our country's history: the Prime Minister's national Apology to the Stolen Generations. [Read Robbie's reflections](#) on this leadership intervention.

What's happening

We're celebrating ten years of Sydney Leadership. Plans are underway to mark the occasion in style with a full day Leadership Symposium on Friday 28th November 2008, followed by a Gala Dinner that night. Mark the date in your diary! Details to follow shortly.

The Sydney Leadership Alumni Scoping Project. A crucial part of the Centre's development lies in the relationships we have with our Alumni. We're currently undertaking a major scoping exercise to gather data that will help us to support your efforts in creating social change. Next week you will receive an email questionnaire about your areas of interest, skills and experience and the kind of relationship you want with the Centre and the Alumni Network. [Read more about the scoping project.](#)

In brief

DoH partnership: The Centre is partnering with the NSW Department of Housing to deliver a leadership program for young people aged 14-24 who have grown up in public housing.

Introduction to Adaptive Leadership: This four day residential program is being held on the Central Coast from 19-22 August. Start thinking about anyone in your networks who might be interested! [Read more about this short program.](#)

Indigenous Leadership Dialogue: We're working on an exciting new program that will provide a safe space for up to 40 Indigenous leaders to have a series of dialogues to develop a coordinated agenda for Indigenous issues. We've secured seed funding and an Advisory Committee has been established. More news to follow.

Brisbane Leadership: A feasibility study is underway to develop a Queensland-based leadership program in 2009.

What's On

Alumni Movie Night – The Black Balloon

Friday 4th April 6.00pm to 9.00pm, Sydney Mechanics School of Arts, 280 Pitt Street Sydney

Anita Belgiorno-Nettis, Executive Producer of The Black Balloon and SL07 graduate, will host a private screening of this moving film exploring Autism for Sydney Leadership graduates. The film will be followed by a panel discussion with writer and director Elissa Down and producer Tristram Mialls. We will be raising funds for ASPECT on the night and your donations will be greatly appreciated. To book seats [contact Nicole Hercus](#). For more information about the film go to [Black Balloon movie](#).

Sydney Leadership Centre Speaker Event: Professor Peter Shergold, CEO, Centre for Social Impact UNSW

Wednesday 9th April 5.30pm to 7.00pm, The Benevolent Society, 188 Oxford Street Paddington

From 2003 until February of this year, Peter Shergold was the most senior public servant in the country. As Secretary of the Department of Prime Minister and Cabinet, he was key advisor to Prime Minister John Howard. In his new role as Head of the Centre for Social Impact, he will be contributing significantly to leadership capability and social innovation in Australia's vital third sector. The Centre for Social Impact will support the third sector through teaching, research and public advocacy. Limited seating, so book early! To reserve a place at this event [contact Nicole Hercus](#).

Postcards from the Program

[2008 participant Diana Qian](#) sends us her thoughts from the Opening Retreat.

Where are they now?

How can a network of over 300 people from different backgrounds, working in different contexts, bring about social change? What would it look like if we were all engaged in this network? Find out more about how the Sydney Leadership Centre and the Alumni Network have supported some of our graduates to make a positive difference:

[Working Towards Change:](#) Margaret Scott SL05

[Building for the long term:](#) Danny Taylor SL02 met Tony Trimmingham when he was a speaker on Sydney Leadership. Danny was so inspired by the work Tony was doing through Family Drug Support that he became a volunteer. Six years later he is a member of the Board. Follow the link to hear more about Family Drug Support.

[Six Degrees:](#) Jo Taylor and David Hardie were buddies on the SL04 Program and have met every Tuesday morning at 6.30am to walk the cliffs of Bondi ever since. Read their story.

[Midnight Basketball: The Power of the Network](#) - how a group of SL Alumni formed a National Enterprise.

Stay in touch!

We'd love to hear your news! To update your information, stay connected or include something in the next Sydney Leadership Alumni newsletter, [contact Nicole Hercus](#).

Reflections on Leadership

Robbie Macpherson

Welcome to this first Sydney Leadership newsletter for 2008. The last year has been very significant for us as we have both significantly increased both the scope and scale of our leadership work. We are finding innovative ways to work with our alumni and support their activities. We have also increased the calendar of alumni events. We look forward to working with many of you through the year and beyond.

2008 has started with a genuinely significant moment in our country's history with the new Prime Minister making a national apology to Indigenous people as the first article of business of the first sitting of parliament on February 13. I watched the apology here at The Benevolent Society with my colleagues, and felt a rising emotion through my body as I listened to our new Prime Minister speak with such honesty about the nation's past wrongs. There was no fudging. No rationalising. No ducking or weaving. Just simple, sincere words speaking a painful truth. "We are sorry." By the end I didn't know whether to cheer or cry, and ended up doing what thousands of others did across the nation – I started to clap. Something had shifted in the way I felt about my country in that moment.

I've been thinking a lot about that day's events over the past month, and wondering where this will take us as a nation. Like most events only time will be able to judge what the full impact of the apology is on the nation, but this far the indicators are promising. There would seem to be a new mood in the country and a fierce determination to tackle the underlying issues facing Indigenous people and communities across the country. The nature of the bi-partisan apology and the generous spirit in which it was accepted by Indigenous Australians has shifted the landscape from despair and cynicism to one of hope and possibility. We all have an opportunity to make this moment count by committing to do all we can to address the underlying challenges. This will of course be long, complex and arduous 'adaptive work' as decades of neglect and avoidance mean that there are massive challenges in housing, health, employment, education, infrastructure, and more.

If this all sounds insurmountable then ask how would we would have responded 12 months ago if we were told that the Australian Government and Opposition would support a national apology which would be televised live across the nation, leading to a standing ovation by the whole of parliament? Now is not the time for cynicism or complacency as real progress requires all of us to play our part. The leadership environment may never be riper so let's not miss the moment. Let's get to work!

Scoping Exercise for Sydney Leadership Alumni – Methodology Outline

The Sydney Leadership Centre has recently engaged Nicole Hercus in a part-time capacity until June 2008, as The Sydney Leadership Alumni Project Officer.

Over this period the role of the Alumni Project Officer involves the coordination of the annual program of events, in consultation with the Alumni Working Group. However, the main focus of the role is to undertake a scoping exercise to explore how the Sydney Leadership Centre can best support the SL Alumni to reach their potential and create stronger links with The Benevolent Society.

In addition, the scoping exercise will:

1. Build up a more thorough and sophisticated map of the SL alumni and their activities, networks and interests
2. Identify what support/resources may be required to support the work of the alumni and enable the potential of the network to be realised.

The scoping exercise will take the form of a three part consultation process.

Existing Opportunities for Consultation:

Existing opportunities for consultation with Sydney Leadership alumni include:

- Alumni Purpose statement - *Connecting the passion for change with the power to act*
- Alumni Working group meetings
- Alumni events
- Scruffywombat email list
- Social Impact email list
- Impact newsletter

Scoping Methodology:

Part A – SL Alumni Mapping

The Sydney Leadership Centre are looking to develop a more detailed and sophisticated map of all alumni for the purpose of:

- 1) enabling communication across the alumni;
- 2) better linking the alumni with opportunities that arise in particular areas of interest or sphere of experience.

To assist us in doing this, a new and sophisticated relationship database is being installed at the Centre with the capacity to capture more detailed information.

An email based questionnaire will be developed and forwarded to all the alumni in March 2008. It will include questions aimed at updating the following:

- Areas of interest
- Active networks and contacts

- Current community involvement in projects/indicatives
- Preferred means of contact
- Interest in remaining connected with – alumni from your year group/broader alumni/The Centre
- Address
- Phone numbers
- Email address
- Current role and organisation

At the end of the questionnaire, alumni will be asked whether they would be prepared to participate in a focus group.

The scoping exercise will also explore how this information can be shared across the alumni.

Part B – Scoping Exercise

A more in depth scoping will take place to identify;

- recommendations for how the Sydney Leadership Centre can best support alumni indicatives
- suggestions for the alumni program of events

Another aim of the focus groups is to increase engagement in the alumni network and identify strategies for maintaining this into the future.

This scoping will take place through the Focus Groups - requiring participants to self-select a group based loosely around their experience of Sydney Leadership and the alumni network.

The focus groups will be open to all alumni and will be publicised through the newsletter, via email, through the questionnaires and via the Working Group.

Focus groups will have between five to seven participants and will be facilitated by two people. One facilitator will conduct the group while the other takes notes. Tape recordings will be made of each session and all groups will be held at The Benevolent Society.

Working Group representatives from each year will be asked to encourage participation from their year group.

Upon the recommendation of the Sydney Leadership Alumni Working Group, a literature review will be undertaken to explore alternative alumni models and methods of networking and fed back to alumni during the scoping.

Part C – Follow Up Questionnaire

A follow up questionnaire will be distributed to all alumni following the completion of the focus groups. The aim of this questionnaire is to hone the information gathered through the focus groups to identify;

- 1) clear recommendations for how the Sydney Leadership Centre can best support the alumni network in meeting their potential, for example a prioritised list of resources.
- 2) Recommendations for the alumni program of events

- 3) Suggestions as to how the Sydney Leadership Centre can best engage the alumni network and increase participation in alumni events.

Recommendations:

At the completion of the three part scoping exercise, in July 2008, The Sydney Leadership Centre will have the following;

Outputs:

- Up-to-date information about all Sydney Leadership alumni including their areas of interest, networks, current and past leadership initiatives and indication of what kind of projects/initiatives they would be interested in being partnered with in future. This will be captured in a database held at The Sydney Leadership Centre.
- A document outlining recommendations for how the Sydney Leadership Centre can best support the alumni in moving forward and meeting their potential.

Desired Outcomes:

- A clear understanding of what resources the SLC can provide to support the alumni in realising their potential.
- An increased capacity for the SLC to identify and broker opportunities for alumni to partner/collaborate in projects or initiatives in line with their areas of interest.
- An increased capacity for the SLC to identify and broker opportunities for alumni to link with the Benevolent Society's advocacy agenda.
- A clearer understanding of what the alumni want to achieve from their program of events.
- Increased engagement in alumni events

Timeline

ACTIVITY	DATE	ACTION
Part A – Alumni Mapping		
Alumni Working Group pilot	4 March	Alumni Working Group
Feedback submitted	11 March	NH
Questionnaire circulated to alumni	19 March	NH
Email reminder to alumni	2 April	NH
Second email reminder	7 April	NH
Deadline for questionnaires to be returned	11 April	Alumni
Follow up phone calls to outstanding alumni	11 April – 16 April	NH
Data collated and entered into database	30 April completed	NH and FD
Part B – Focus Groups		
Schedule focus groups	11 - 16 April	NH JH-E
Follow up phone calls to confirm attendance at FG	11 – 16 April	NH and FD
Focus Groups	5 – 16 May	NH and JH-E
Capturing and analysing data and shaping follow up questionnaire	16 – 30 May	NH and JH-E
Part C – Final Scoping Questionnaire		
1 st Draft questionnaire	6 June	NH
Feedback delivered	13 June	Liz Skelton, Frances Dickson, Jarrah Hoffmann-Ekstein, Paul Bullen
2 nd Draft questionnaire to alumni working group for comment	17 June	Working Group
Feedback delivered and changes made to questionnaire	24 June	Working group
Final approval	30 June	Robbie Macpherson
Questionnaire circulated	2 July	NH
Email reminder to alumni	13 July	NH
Deadline for questionnaires to be returned	24 July	NH
Analysis of data and preparation of report	End of July	NH
First Draft of report delivered	14 August	NH
Feedback delivered	22 August	Liz Skelton, Robbie Macpherson, Jarrah Hoffmann-Ekstein, Working Group
Final draft delivered	29 August	NH
Presentation to working group	5 September	NH, Robbie and Liz



Postcard from the Program

Diana Qian

Hi, my name is Diana Qian. I was born in China and spent most of childhood in an ancient city called SuZhou. I came to Australia twenty years ago where I had to learn a new language and a foreign culture. Australia indeed turned out to be the land of opportunities. Although I continue to encounter racism and discrimination, Australia afforded me, along with rehabilitation, a higher education and a career in disability advocacy and management. These would hardly be dreamed of by a person with physical disability in China.

Although I don't think I fit into a conventional image of a 'leader', I have been passionate about developing my capacities to create positive social change with or without authority. Sydney Leadership provides the challenge, support and guidance I need to learn and discover my potential. I have just taken on the Executive Director role at the Multicultural Disability Advocacy Association, a very exciting yet scary step in my career. The timing of both is perfect where I can implement my learning and learn from what I implement.

My Chinese name is Xue Xun. The literary translation is "learning fast" and I had to do exactly that during the four day opening retreat. The content, including the readings, has had a huge impact on me at the intellectual level, as well as emotional and spiritual levels. The retreat also pushed me physically and my defence mechanism started to break down as I got really tired. I wheeled into the room on the morning of the first day feeling isolated among a group of strangers and unworthy of being in a leadership program. I was on my guard to prevent myself from looking stupid. By the end of day three I felt a sense of connection with the group and was able to speak and listen from the heart.

Many of you would remember the Exercising Leadership sessions. They give 'sitting with pain' a new meaning. I've only had four sessions and as painful and frustrating as they were progress was made and they reflect the realities of trying to create changes in my life and my communities.

Although I've only done the opening retreat and one program day it was a powerful start to a challenging and exciting journey. I look forward to leading a life of passionate existence.

Working towards social change

Margaret Scott SL05

My professional life over the decades has taken many varied twists and turns (probably not unlike many of the “baby boomer” generation), and I have never been afraid to take risks and take up new challenges. Participating in Sydney Leadership in 2005 was a major catalyst for significant and exciting changes for me.

I started my professional life as a physiotherapist. Subsequent post graduate studies led me into public health and program management across a range of health and social issues including sexual health and HIV/AIDS, drugs and alcohol. I have had an enduring interest and involvement in Indigenous issues and the broad social determinants of health and well-being.

Whilst doing Sydney Leadership I was in a senior position in NSW Health. I was fortunate enough to be able to take some months out after finishing SL to reflect and review my position. I felt a strong need for change and to more closely align my head and heart in my work and to integrate the SL learning more actively.

In May 2006 I took a “giant leap” to a new position with The Benevolent Society (TBS) to develop their social issues agenda. The aim was to focus their systemic advocacy strategy, which is a key priority in their new strategic direction. TBS is strongly committed to being a significant voice of influence for social change. As Australia’s oldest charity with a long track record of working with disadvantaged individuals and communities, the organisation is clearly well placed for this.

This interesting and challenging new role provided a stimulating and rewarding time both personally and professionally. At the outset, I knew very little about The Benevolent Society, other than being greatly impressed by the Sydney Leadership Program and by what I had seen and heard of Richard Spencer as CEO. It was a fascinating journey of discovery to encounter an impressive organisation performing amazing work across the lifespan with diverse groups in the most difficult of social contexts. I never ceased to be amazed and impressed by the quality of work and the passion and commitment of staff working on the ground. It was a wonderful opportunity and a great honour to work in such a fine organisation.

Developing a social issues agenda for focusing advocacy efforts which adequately reflects the diversity and complexity of the organisation’s services and expertise provided many challenges, but ultimately resulted in a sound and comprehensive approach. The endorsed social issues agenda is based on a social inclusion framework that recognises the complex nature of disadvantage. It hopefully will provide a cohesive base for TBS to build a strong and effective approach to systemic influence and social change over the coming years.

However, social change is complex and requires careful strategic approaches. Of particular importance is building strong alliances and partnerships with other key players with shared goals. This is where SL Alumni now has a very tangible opportunity to build synergy and work collaboratively with TBS to drive change in the key social issues which have been identified.

The purpose of Sydney Leadership is to mobilize social change and as Alumni we have had the privilege of building our individual capacity to make a difference. The diverse talent and capacity of the SL Alumni continues to amaze and impress me.

Our SL Alumni essence statement "*the passion for change with the power to act*" reflects our collective desire and intent for positive social change. By combining our power and passion with The Benevolent Society's systemic advocacy and influence strategies we have real potential to make a huge impact. Each and every one of us can have a role to play in the specific social issues which we are passionate about.

I have recently left TBS to take up consultancy work, enabled in part through the wonderful Alumni network. However, I am very committed to continuing to foster and support strong linkages and working relationships and I look forward to ongoing involvement with a number of the key social issues.

For information about The Benevolent Society's advocacy agenda and their key position statements see the website at www.bensoc.org.au . Go to the What We Do section, follow the link to research and social policy for more information about our position statements and key focus areas for action.

If you're interested in finding out how you can collaborate with The Benevolent Society to drive social change, contact Nicole Hercus on 9339 8000.



Building for the long term – Family Drug Support

Danny Taylor SL02

Tony Trimmingham lost his son Damien to heroin in 1997. He found little support for his situation and soon realised that services in this domain were virtually non-existent. Tony made public his plight and to his surprise identified vast numbers of people confronting similar situations; from those coping with the grief of loss to those living with an addicted family member. Feeling lost, alone and invisible was a common experience. Tony had surfaced unmet need.

The rest is history. The role of the social entrepreneur is to create something out of nothing. Through his leadership of a core and later expanded group of committed supporters, most having directly confronted their own family drug situations, Tony built Family Drug Support. This has become a national organisation servicing the trauma confronted by thousands of family members and friends.

Core services were developed to a point where hundreds of volunteers now take over 20,000 help-line calls a year, affected relatives can participate in programs to develop understanding and skills associated with confronting their plight, and hundreds have participated in regular support groups designed to help family members face their personal demons.

While FDS is now well recognized and established, and Tony is viewed as a key public advocate of drug policy associated with harm-minimisation, the organisation itself remains fragile. There is nothing unusual about this. It's the norm in many non-government organisations. This is a key issue for groups such as Sydney Leadership alumni as they grapple with the creation of systemic improvements in the way social problems are addressed and social institutions are managed.

The outside world sees only services, but the sustainability of an organisation such as FDS is built on a complex interplay of external and internal relationships, planning, resourcing, funding, marketing, etc. understood only by a few internal people. Without adequate attention to this domain over the short, medium, and long terms, the organisation falters.

Emphasis is naturally drawn to the short term; responding to needs as they arise. FDS is great at this and provides a professional window to the world. Internally however, medium term issues such as funding, fund-raising,

marketing, and policy development, and longer term issues such as institution building, get less consistent attention. This is because most stakeholders see *service* as the key to these organisations, which has the unintended impact of making an excessive claim on limited resources. Medium term issues can be shelved until the next cycle of need for funding or promotion appears. An outward show of stability can mask an internal experience of periodic crisis.

Over the past 18 months FDS has been building internal capability with a view to creating a more sustainable organisation. Board activity, as centred around clarifying what needs attention over the medium and long terms, and putting practices in place to create a different rhythm to the way FDS works, all without creating disruption at the service level. Board and other interested members have participated in the creation of organisational processes in three domains, each of which have a different time-horizon associated with success:

Delivering on our Promises: ensuring FDS core services continue to be delivered to a high standard – short time horizon: results seen within a year or less of deployment of activity

Organisational Infrastructure: being seriously planful, proactive, and consistent in the approach to publicity, funding, fund-raising, and policy development etc. – medium time horizon: maximum results seen within 1-2 years

Leaving a Legacy: ensuring FDS grows to exist as a significant institution beyond the presence of it's founder – long time horizon: maximum results seen within 2-5 year

This work has created a number of interesting outcomes, including clarity of purpose and focus, a realistic assessment of what the organisation provides and how it might evolve in time, and an awareness of future resource needs in different time domains. A key goal for FDS is to attract people with capability in each domain who can assist the organisation not only on the ground, but also in the complex arenas associated with medium and longer term sustainability and success.

Any interest in involvement with FDS is greatly welcomed.

Danny Taylor is a graduate of Sydney Leadership 2002 & an FDS Board Member



Six Degrees: Jo Taylor and David Hardie SL04

Most Tuesdays at 6.30am I meet my SL buddy, David Hardie, and we walk for an hour along the Sydney cliffs. We've been doing it for several years now. We actively listen, ask those tricky questions, shed a few tears, celebrate achievements and are completely honest with each other, knowing that Chatham House Rules are sacrosanct. Our reflection time is aided by the freedom that a boundless ocean, booming surf and refreshing sea spray affords. We are not fair season walkers and that sometimes dark hour has sustained me in times of real personal and professional challenge over the past four years.

In the middle of 2007, after significant professional upheaval, David and I independently found ourselves on the brink of something new. I had a vision for what I wanted to do and David had a clear vision for what he didn't want. I needed to work out a way to make it work and David wanted the opportunity to try a range of roles within the not for profit sector. I proposed a deal. Let's work together. Let's take this buddy thing to new heights. I can introduce you to the sector with its different culture and foibles, you can try new things; work collaboratively with different partners; bring your skills and experience to bear, and together we can attempt to deliver robust, accountable, transparent and sustainable social change. David pointed out that perhaps that was quite a goal for just 12 months but I'm up for a challenge so off we went.

Five months on you will find us beavering away in the city, working in partnership with the Sydney Leadership Centre and collaborating with SL alumni across the years to achieve our goals and objectives. I've set up a social enterprise with Jackie Ruddock from SL2006 and David is our Program Coordinator. Together we have worked hard to develop a way of working that acknowledges and utilises David's skills and provides safe opportunities to broaden his skills, as well as his knowledge of the not for profit sector. Jackie and I feel that this is one of the things that we do best, modelling good HR practices with an emphasis on retention, development and good governance. We want to provide a learning space and support for people who want to transition into the sector. Change is hard and one of us enjoys being in that learning zone more than the other but there is a lot of laughter as well.

We are lucky enough to be based at SMSA, (Thanks, Stephen SL2006). It is a small yet perfectly formed space that fits the three of us snugly. I'm assuming it is not quite like David's previous "own office with natural light AND an IT help desk" which coincidentally is just around the corner. A great help to our fledgling start up was when no one stopped David from either entering his former building or surreptitiously printing and photocopying documents until we got ourselves a functioning printer. Clear evidence that David will go far in this sector – he's got initiative and the ability to make a tiny budget go a long way.

The two programs that we have been working on are maturing nicely. One of the issues that I've noticed and grappled with over the years is how the not for profit sector rarely invests in its people. Over the next 12 months we are running Alchemy: a feasibility study into the recruitment, retention and development of leaders within the not for profit sector. David has extensive experience in HR and developed a highly regarded graduate training scheme for a large public service. We want to build on what has been happening in this space and encourage leaders to engage with this issue in order to devise some practical solutions that the sector can own. We know that there is a skills shortage in Australia, which is only going to become more acute – How can our sector compete and have a real point of difference? We often don't offer competitive salaries nor do we have development opportunities.

David and I are recruiting a cross sector steering committee to lead the process; we will facilitate consultations cross sector during 2008 leading to a report and finally program design.

If you want to know more about it or the opportunities to get involved please contact david_hardie@exemail.com.au.

A Story About The Power of the Network: How a group of SL Alumni Formed a National Enterprise.

Midnight Basketball is a Saturday night basketball program for young people aged 12-18. In addition to playing basketball, participants get a fully catered meal on arrival, attend a compulsory life skills workshop and a bus drops them to their front door at the end of the night. The program's byline is "No Workshop, No Jumpshot".

How Midnight Basketball was born

Some time in 2004 a group of SL99 Alumni got together for their regular dinner to discuss some projects they were involved with in Redfern. As the night wore on the plan moved to grander and grander horizons and the idea for Midnight Basketball was born.

In its initial phase the organisation ran on a shoestring and the founders worked as an informal operational Board for two years. Within time they incorporated Midnight Basketball, formed a company, obtained seed funding, first from Sydney Community Fund and then from the Commonwealth Bank Staff Community Fund, and now from the Bank itself, from Sydney City Council, IAG and others. It employed a project manager to setup the organisation and run two pilot tournaments in Redfern. Further down the track they have engaged a CEO to expand the program nationally. The journey has at times been rocky, but always focussed. And always the binding factor has been SL ...

How the SL network has contributed to Midnight Basketball

Not a week goes past without someone thinking of or coming across an alumnus member that can assist in some way across all three sectors !!. By way of illustration:

- **Steve Mark (SL99)** Legal Services Commissioner and **Roger West (SL99)** (ex Community Services Commissioner now has private practice consulting firm): original board members and brought government relations and social policy depth, great networks and insight to develop the subtleties of the model.
- **Jonathon Wolfe (SL99)** – private sector commercialisation – original Board member and brought experience with taking concepts to reality being applied to Midnight Basketball to 'rocket it into existence'.
- **Jan Bowe(SL99)** Executive General Manager Strategy and Capability, NRMA Motoring and Services – Board member and wrote the original strategic plan.
- **Mike Mouritz (SL99)** – now in WA, set up the WA Steering Committee, including the employment of a State Manager and tournaments being rolled out. Mike continues to be the evangelist for WA and also trialling many aspects of the organisation as it evolves nationally.
- **Tess White (SL00)** primarily technology sector experience in growing and selling companies, now CEO of Midnight Basketball - taking it national. The process has already started with alumni of 99 and 2000 year bobbing up and bringing expertise in various guises.

- Community based leaders and fellow alumni have championed the initial tournaments or put us in contact with those who can and even produced documentaries of the program.
- An employee of a large charity (and fellow alumnus) approached us with ideas for workshop programs that their organisation runs and we can incorporate into the Midnight Basketball workshop programs.
- A private sector alumnus introduced the national Midnight Basketball volunteer program to their staff engagement program.

Why Sydney Leadership has been significant

The question we address here is how does all this happen in such a formative organisation so doggedly with so much at stake and across the continent? This is where SL is at its most powerful. At the most fundamental level, Midnight Basketball does not have to go through the process of building relationships to understand motives and build trust. It is leveraging a powerful committed group of people across the government, non profit and corporate sectors who innately trust each other to serve the interests of our target communities. Furthermore, it is able to formulate strategy that engenders community capacity building and volunteering through wisdom of experience and yet it has the bridges to the corporate sector to partner intelligently and recognise real opportunities for corporate partners (for example, staff engagement) and vice versa.

www.midnightbasketball.org.au

or email tess.white@MidnightBasketball.org.au