

MESSAGE FROM THE BOARD CHAIRMAN



William Parkinson

It has been a typically busy start to the year for the LF 2018 group.

This year we have 29 participants from very diverse backgrounds. We were very fortunate this year to have an old friend of Leadership Fiji, Imrana Jalal, in Fiji and able to launch this year's program. Imrana was a regular speaker for Leadership Fiji before she left the country to take up positions at the Asian Development Bank and now the World Bank. We are very proud of her achievements now taking on what is probably one of the most senior positions held by any Pacific Islander in an international organization.

A great start for LF 2018!

Our goal this year is to commence work on broadening the reach of Leadership Fiji. As I explained in my opening address we aim to spread the message of effective action-oriented leadership beyond the boundaries of the Alumni and our typical program. We had hopes of running an Ideas Festival this year open to the general public.

Unfortunately, we have been forced to delay these plans as our coordinator Tamara Smith has resigned. Tamara leaves with all our best wishes for the future. Fortunately, we have a replacement ready to step into the position. Gabriella Wong-Krishna has agreed to take up the position of Executive Officer, and coming from a strong administrative and events management background we are confident Leadership Fiji will continue to grow under her guidance. It has however meant that we have had to refocus and reorganize.

We expect to run some additional public forums in the second half of the year and we are working on a leadership program aimed at school prefects which we hope to launch for the beginning of the 2019 school year.

Another goal for 2018 was to strengthen our ties with other leadership development organisations across the region. We are a member of Community Leadership Australia (CLA) which represents similar types of community leadership organisations both in Australia and New Zealand, and with our participation, the Pacific. Board member Avaneesh Raman attended a CLA seminar in Brisbane featuring one of the original authors of the whole concept of Adaptive leadership, Marty Linsky. This was a great opportunity for us to continue to develop within the Alumni people with the ability to train and spread the principles of active leadership.

On the subject of action, it is encouraging to see our Leadership Fiji Alumni out in the community making a difference whether it is through career promotion or community work. In fact, the list is getting quite long, so we have had to start a separate column in the newsletter. WELL DONE LFA!

We are also thrilled with our new website developed by our Gold Sponsor, Greenhouse Studios www.leadershipfiji.org. Please do visit the site as it provides a great insight into the program and all our activities.

Finally, as in previous years, the Fiji Water Foundation are supporting our Leadership Fiji Alumni attend an Executive Seminar with the Aspen Institute on Leadership, Values, and the Good Society. Since 2015, five of our Alumni have taken part in the program and it has given the opportunity not only to develop and grow as leaders but also to share and connect with fellow leaders from across the world.

This year Executive Director, Sharyne Fong has been invited to separately attend the Resnick Aspen Action Forum Fearless Leadership program. This is another higher-level program and is a great honour and an amazing opportunity for both Sharyne and Leadership Fiji.

**“It is encouraging to see
our Leadership Fiji Alumni
out in the community
making a difference”**



LF2016 Fellows Induction

On Thursday 1st March, at the 2018 Program Launch we saw sixteen LF2016 graduates inducted as Leadership Fiji Fellows.

A part of the Leadership Fiji program requires the graduating class undertaking another year of community service in order to be inducted as Fellows of Leadership Fiji.

LF2016 committed to the following community projects over the course of 2017:

1. **Homes of Hope project.** Construction of a gazebo to create a learning environment for the children. Also, the group supplied them with pictorial library and donated single mattresses for the children.
2. **Malake Island mangrove restoration project.** Planted over 6,000 mangrove plants and also carried out an awareness program with the villages on sustainability. Donated clothes and basic food rations.
3. **FRIEND Fiji.** Sponsored two students for full time education for a year.
4. **Sago Palm.** Planted sago palms and created awareness on sustainability for the villagers at Culanuku.
5. **Cleaned up rubbish** at the Suva Point area.



Opening Retreat

By Tamara Smith

For the first time in the 17-year history of Leadership Fiji Opening Retreats, the 2018 event was spread over 3 days and 2 nights. The change in structure came about due to a development of new content, the addition of more reflection time and the introduction of a more in-depth look at the Leadership Fiji program journey, and the WHY's in relation to the program and its drivers, and the participants.

As expected the weekend was engaging as it was intense. It was also filled with fun activities and lots of laughter as so happens every year, including the requisite sunrise run on the beach! It was also a time bonding and reflection for the newbies of the program, and one of the highlights of the new structure as mentioned above, were the reflection sessions at the end of each day, which provided a good indication of how, even at the very beginning of the program, its vision, values and content, already have an impact on each new group.

The event, lived up to its reputation of setting the standard, and base for another successful year, by immersing the participants into a range of critical leadership thought, allowing them to analyse their own personalities, and in relation to this that their own brand of leadership styles, biases, strengths and weaknesses. They also looked at Adaptive Leadership and its relevance in our ever changing communities.

Another highlight of the weekend was the development of a group Vision that they wish to see for Fiji in 20 years' time. This session was exciting and interesting as usual, and the relief after finally agreeing to one group vision was almost palpable. All in all, it was another fantastic way to start the year, with a Vision for the future that they will use as a basis for all their session reflections, and community projects over the next 2 years.

Here are some participants' thoughts from the 2018 Opening Retreat:

"The course was just the right resource for me to identify myself and the presenters did not only present as part of their job but they actually did this with passion which kept us really interested in the training even to the last minute" - Devika Darshani

"The message delivered by the speakers and LF Secretariat were inspirational and motivational for us as leaders on how to take us to another level" – Kaiava Lekenaua

"I never thought how much I can make a difference to the nation without being in the parliament. We can still make a difference without being in the government. Thank you for the eye opener" – Ajit Narsey

"I felt each session really pushing me out of my comfort zone and challenging my own opinions and beliefs, forcing me to sink or swim. I really appreciated that learning" – Yvette Samson



Session Reports

The following are activity reports, in summary, of some of the sessions, site visitations and group retreats that have taken place so far. Traditionally, working groups are assigned to these reports, and the five Teams of Tuitui, Tabua, Tagimoucia, Tilapia and Tauratale shared in the responsibilities of tracking and evaluating these sessions.

Human Rights & The Media

Our first panel speakers were Albert Seluka, Senior Advisor at Regional Rights Resource Team (RRRT), and Ashwin Raj, Director of the Fiji Human Rights and Anti-Discrimination Commission (FHRADC). Mr Seluka spoke on the origins of human rights, the basic principles of human rights, the types and sources of human rights and individual rights vs collective rights. Mr Raj provided us with a situational analysis of human rights in Fiji and he also gave us an insight into the role of the FHRADC and the challenges that they faced.

Our second panel of speakers were Krishneer Sen, Project Officer of Fiji Association of the Deaf (FAD), Shamima Ali, Coordinator of the Fiji Women's Crisis Center (FWCC) and Isikeli Vulavou, Founder and Executive Director of the Rainbow Pride Foundation (RPF). The panel elaborated on the various roles of their organisations and the many challenges that they encounter on a daily basis that is contrary to the right of every individual despite their ethnicity, gender, language, religion, political or other opinion, national or social origin, property, birth or other status.

We were also privileged to have Mr Howard Politini, General Manager Human Resources at BSP speak to us over lunch. His inspiring recollection reminded us to always be humble and accept whatever challenges that we face with gusto and determination.

Our third panel of speakers consisted of media executives Elenoa Baselala of Fiji Times, Vijay Narayan LF2003 of Communications Fiji Limited, Dreu Vukailagi of Fiji Television Limited and Indra Singh of the Fiji Broadcasting Commission. Each speaker spoke of the processes involved in the production of news segments and some of the challenges that they encounter in the various newsrooms.

We spent the afternoon visiting the different media organisations of print, radio and television to get an insight of the "behind the scenes work" that they do.



Alternative Agriculture

The Alternative Agriculture Field Trip has been an important chapter in the Leadership Fiji 2018 program, which helped us relate the classroom sessions with the real world. We thoroughly enjoyed this practical learning experience.

The trip covered eight sites over one and a half days, starting with bee hives in Nausori and concluding at the FRIEND Fiji establishment in Tuvu. This field trip introduced us to eight different individuals who shared their life experiences, goals, and challenges, and this, to us, really made this trip special.

In summary, the field trip was extremely beneficial for gaining insight to the alternative agricultural industry in Fiji and hearing first hand from farmers and business owners, the struggles and successes they have experienced over the years.

On the trip, the LF2018 group was asked to read and discuss "The Allegory of The Cave", by Plato. Out of this discussion we learnt; and to use the words expressed by one of our fellow LF2018 colleagues, "we must challenge the dominant narrative".

At all the sites we visited, we saw that those farmers and business owners who took initiatives and thought outside the box were the ones making real progress in the industry and brave enough to try different methods of doing things and not relying on Government hand-outs or say-so. These individuals also have a community mindset and have built into their business models outreach and assistance to the wider community, whether by engaging local farmers to supply raw materials for their business, or employing the nearby village and community members, or tapping into the traditional knowledge readily available, to even sharing new methods of cropping or best practice to get the best

yield. It was apparent that giving back and helping your fellow men was embedded into their framework. This was a profound learning experience in the leadership context for us and a turning point in our Leadership Fiji journey, to really look at ourselves and really ask what are we doing to challenge the dominant narrative. Thank you, Leadership Fiji for another great trip away and thank you to our fellow Leadership Fiji 2018 participants who constantly challenge us and we continually learn from.



Poverty & Social Welfare

Poverty is a social problem with the fact that most of the people have limited economic resources and their standard of living is low. It is not a condition but is a situation which one can stay through.

We heard from speakers that poverty could be reduced in a country if economic growth remains the primary strategy. The reduction relies heavily on tools such as the tax and benefit system and the role of the State.

In Fiji, there are organisations such as Peoples Community Network, Homes of Hope, JP Bayly Trust and many more who are on a mission to move people to a better quality of life. With help from these encouraging forces, Fiji is gaining opportunities to combat its poverty rate and vastly improve the everyday lives of its citizens.

A good approach to eradicating any issue in the country requires open dialogue with various parties; the academic who are able to assist with policy making, the respective charitable organisations to identify areas of need as well as the State to implement the necessary laws to support the causes and ensure effective assistance is provided where due.

Our key takeaways from this session were:

- Innovation is very important for any economy to move overtime (economic growth). The economy should open up to markets.
- We need to speak up for ourselves. If you think something is wrong, stand up and defend yourself.
- A more inclusive approach which includes good dialogue and collaboration between the State and organisations that cater to the needy is essential to ensuring that the end to end process of eliminating poverty is fool proof, effective and efficient. Identifying, assessing, providing and even follow up processes.
- Cooperatives can assist to achieve milestones as a group which cannot be affordable for individual person thus trust and cohesion is very important in such cooperatives.
- Skills development in areas such as risk management, entrepreneurial skills can assist in reducing poverty through opening new ventures.



Etiquette Dinner

The objectives of this event as a program session is to introduce participants to the finer details of cocktail etiquette, networking, fine dining and business dinners.

The session started with Sharyne Fong highlighting important considerations when an invitation is received and how to approach a cocktail event. Some courtesies include calling into reserve where by an invitation states RSVP. Ensuring that you are adhering to the dress code. Arriving on time and giving that first impression of friendliness with some friendly gestures as soon as you enter the cocktail venue. Not over imbibing as the main objective is networking and connecting with people. Try to make it a point to meet at least one new person each time you go out to a social event and follow through on conversations you have.

The dinner etiquette was by Amerika Grewal who provided participants insight into proper conduct at business dinners, as it sends signals to our business partners of our behavior, professionalism and character. Some tips included introducing yourself to those at the table, being considerate and wait for everyone's meal to arrive to start eating together, the use of napkins and utensils, liaison with the waiting staff if need be and ensuring an ongoing conversation as the idea is networking and connecting.

We were fortunate to be given the opportunity to invite a guest and enjoyed a 3-course meal with red and white wine, while engaging in discussions on the topic.

The session was indeed very educational and interesting, and we are grateful to Leadership Fiji for introducing us to such essential behavioral topics.



Fiji's Economy & Infrastructure

The objectives of this session was to provide an overview of the state of Fiji's economy within the Pacific Region, understand factors that have shaped and will shape Fiji's economy, examine the role of the private sector in Fiji's economy and to provide an overview of infrastructure development in the country, its achievements, challenges and opportunities.

The session started with Dr. Sunil Kumar reflecting on the trends of the Fijian economy with respect to its expanding capacity. The need for better well thought policies in consultation with all concerned. Certain industries must be re-looked at especially Agriculture which mainly includes Sugar and Forestry.

The Governor of the Reserve Bank of Fiji, Governor Ali provided an overview of the Fijian economy and its performance in comparison with the global economy. In summary, global economic prospects remain firm whilst domestically, the economy is forecast to grow for the 9th consecutive year in 2018. Partial indicators of consumption and investment are positive and financial conditions are conducive for growth with labour market expectations being favourable.

A panel of speakers followed where Ruth Williams spoke more on the HR difficulties that FRCS or employers are facing and the need for proper performance management system to retain and boost staff morale. She spoke on staff training and development and the expectations of staff which needs to be managed. Saud Minam of ANZ on the other hand re-affirmed the confidence in the market that the private sector has even with the upcoming elections. ANZ is investing heavily on their infrastructure is an example of this and Mr Minam believes in change with technology. An inspiring leader for some of the participants who is a content person, has faith and believes that good things come with patience and time. Mark Halabe spoke about the garment industry and the challenges with infrastructure and development. Mr Halabe also brought up issues of building resilience and shared his experience of setting up a disaster recovery plan to overcome events such as Cyclone Winston.

The panel of speakers on Infrastructure in the afternoon were Mr Prasad of Fiji Roads Authority (FRA) who spoke about the role FRA plays and the challenges they face. Mrs Ligairi of Water Authority of Fiji (WAF) also spoke about the role WAF plays and one of the challenges they faced is having to divert resources to work with other utility providers mainly with FRA. Mr Samisoni of FINTEL mentioned about the reliance placed on the Southern Cross Cables, currently linked up to their Vatuwaqa site and which they are looking at backup strategies to mitigate the risk of having a nationwide blackout of connectivity.

Environmental Issues

The objectives of the session were to understand key national environmental issues, climate change and the role of different institutions in addressing these concerns.

The session started with my life segment where some of our fellow participants shared about their family and life.

Our first speaker through skype was Dr, John P Leckey, PhD of NASA's Langley Research Centre. Dr. Leckey took us through issues that cause and drive current climate change issues, and the instruments NASA use to provide data to policy makers. An interesting discussion on MARS ensued and how it may have gone through its own climate change issues in the distant past.

Our second speaker was Apenisa Tamanai who is the Climate Change and Education Officer at SPC/GIZ CCCPIR program. He shared with us the background of the CCCPIR program, as well sharing about his role in educating people about climate change in the Pacific. He especially highlighted the mitigation and adaptation strategies that are and can be employed by Pacific Islanders.

The panel of speakers were Sandeep Singh, Director of Environment, Ifiremi Dau of IUCN, Tui Marseu of WWF and Colin Philp of The Uto Ni Yalo Trust Fiji. Colin started off the panel discussion by sharing the objectives of The Uto Ni Yalo Trust. He mentioned that over 300 million tonnes of plastic packaging is produced per year, most of which ends up in the oceans. The Trust through its visits to communities carries out beach clean ups along with awareness programs and training. Tui then shared details of Fiji's Great Sea Reef, which contains $\frac{3}{4}$ of all Fiji coral, provides 80% of Fiji's off-shore fishing and supports 70% of Fiji's tourism industry. The reef is being affected by climate change, and if no action is taken, Fiji's reef systems will not exist in 2050! Ifereimi talked about environment sustainability and the Green Growth initiative, and how its aim is to reduce carbon footprints of industry and people through improvement in efficiency, renewable energy and avoid or limit environmental degradation. Sandeep talked about the Ministry of Environments approach to managing environment and climate change issues, especially focusing on the importance of Environmental Impact Assessments (EIAs).

Our Site Visit was to Korova Village where Mr Tikoidelaimakotu Fuluna shared his peoples journey from their homes to Suva Point, and how their traditional knowledge and heritage of canoe building and sailing, and the art of Masi making is sustaining the community. He also shared his experience with travelling the world with the Uto Ni Yalo and for COP23. While a ride on the traditional boats was planned, it was not to be, as the tide was out.



Mid-Year Retreat

By Sharyne Fong

LF2018 had their Mid-Year Retreat at the Golden Point Resort in Rakiraki with facilitator, Greig Caigou from New Zealand.

The journey started out early morning from Suva on Friday 15 June with My Job segments shared on the bus by some participants, while the West based participants car-pooled their way across to Golden Point.

The Mid-Year Retreat is always a valued pit-stop and reality check-point for participants, after applying to be part of the Program and then having gone through a handful of sessions.

Greig laid out the Retreat Program as such, that participants got to reflect upon themselves and their leadership qualities, checked them against what they were applying to every day decisions, and where they wanted to make changes.

A leadership reading by the bon-fire after dinner on the "Ones Who Walked Away from Omelas" by Ursula K. Le Guin had participants discussing the complexities of society in a utopian and dystopian state, and reflecting about the challenges of keeping a good society.

The second day saw the five teams coming up with a creative rap of our Leadership Fiji pledge and then onto developing and presenting their innovation to judges who found it difficult determining the winners.

Set out here are some special moments captured by our photographer throughout the Retreat.



Leadership Tips by Greig Caigou

"If nothing changes, nothing changes"

"If it's to be, it's up to WE"

"Where your focus goes, energy flows"



Fun in the Sun LF2018

LF2017 Fellows Project - Build a Home at Koroipita

By Viliame Waqalaivi, LF2017 Year Rep to LF Board

The Leadership Fiji Fellowship Program is designed to provide the graduates of the program to go forth into a community of their choice to embark on a project that add value to the lives of its residents. The Leadership Fiji group of 2017 embarked on a similar journey which looked arduous at times but it was staying the course that became the order of the day. The plans that were hatched at the Plantation Island Resort after the group's Closing Retreat came to fruition when it handed over to Mr. Peter Drysdale and his team at Koroipita a newly built home that was sponsored by the Leadership Fiji group.

At its Opening Retreat in March of 2017, the group had collaborated in formulating a group Vision that became the all consuming passion for the entire team as having clarity around the objectives of the project, what it was to embark on and the multiplier effects had to be their guiding principles. A number of ideas was mooted but the team was unanimous in its decision to partner with Model Towns to build a house at Koroipita as it shared the vision behind the housing project.

Immediately after the project was selected, there was no looking back as funds had to be raised, clear timelines put into place and plans drawn up to bring together 33 individuals who were to eventually descend on Koroipita for the commencement of the project. In view of the magnitude of the project, some initial plans had to be aborted and in their place others were selected with every members of the team executing their tasks wherever they were and providing periodic reports to the project leaders. One of these major tasks was having each member of the group raise \$1,000 and seeking sponsorship from establishments and individuals that shared our vision. Aside from those whose levy was sponsored, there were members of the team who gave from their savings to support the drive.

On Tuesday, 24th June, 2018, the members of the Leadership Fiji group 2017 arrived from across the country for its last huddle before the commencement of construction works the following day. To prepare for the group who were going to descend on Koroipita, there were sleep sections designated for the ladies and gents; with the gents getting the lion's share of space as they had the entire hall, while the ladies were neatly tucked away in a cozy corner of the Koroipita Hall. The hospitable kitchen crew was also at hand for our first sumptuous meal at Koroipita.

On Wednesday, 25th June, 2018, after a briefing by Mr. Peter Drysdale on safety and building standards, the team was whisked away to a designated location that was to be their construction site for the next three days while two of its members, Jean and Avikali were assigned the duty of assisting with the construction of a Cook House. On day one, the team was under the command of Foreman Saten, who had previously constructed 900 houses, a record that Mr. Drysdale proudly announced to the group. Aside from Foreman Saten, the team was also introduced to other team members comprising the very versatile gentlemen from Ra, Livai, Jokatama, Sami and Anare. On Thursday, 26th June, 2018, after a change of guard, the team was fortunate to work under the command of Foreman Shalvin with his second in command, Sachin and assistant Morgan, who gleefully carried out his duties throughout the day. On Friday, 27th June, 2018, after nursing bruises and cuts and having to heave tired joints to the construction site, the last order of the day was having the final pieces of the new house put in place.

Saturday, 28th June, 2018, will be a day that will go down in the history books of Leadership Fiji as the day a group of professionals from diverse backgrounds handed over to Mr. Drysdale and his team at Koroipita a home that cost them \$16,708.88. While addressing the sponsors, guests, Board members of Leadership Fiji and family members, Mr. Drysdale said that a concept like Koroipita should be replicated across the country and where funds should be injected into as it benefited innumerable people across the country who would not under normal circumstances be able to purchase a home. He added that there were plans to replicate the concept in other Pacific Island nations and also in Asia. In attendance at the handover were sponsors, Mr. Kanti Punja from the Punjas Group, Mr. Sujen Patel from the Motibhai Group, Ms. Mildred Wade LF2005 from Bayshore Real Estate Fiji Limited, Leadership Fiji Board Members, Ms. Sharyne Fong LF2005 and Mr. Avaneesh Raman LF2012, family members, staff and management of Koroipita and well-wishers from the community.

Did you know?

Leadership Fiji has seen husbands and wives, brothers and sisters participate in the Program.

For the first time, we see a child of a LF Alumni as a participant in this year's Leadership Fiji program.

Takasa Panuve LF2018, is the daughter of Unise Cawaru LF2004, was 17 years old and in high school when her mum was a Leadership Fiji participant.

Takasa is currently an Operations Analyst at Westpac.

We look forward to seeing more LF Alumni children participate in Leadership Fiji's program in the coming years.

Pictured here is mother and daughter.



Personal Reflection



By: Tamara Smith

Two and a half years ago, I joined the drivers of the Leadership Fiji (LF) program, its amazing Board, as the Executive Officer for the LF secretariat. It was one of the most exciting ventures I have ever undertaken, because for me, being a part of the program in 2013, and being an Alumni of the program, it was not just a professional undertaking, it was a personal one too.

Being a member of LF2013, had changed my life, so to be given the opportunity to facilitate the program, to be part of a new direction, the strategic planning process, and be part of the action to take things to a new level, was indescribable. There were moments at the beginning of this journey, that I would just sit quietly by myself and be humbled at the opportunity to work with and be part of real leadership development and change in such a huge network that is the Leadership Fiji family.

During this time, the program, its Alumni activities, and indeed a new community arm has developed and progressed in leaps and bounds, driven by an energetic, passionate and hands-on Board that is now made up of 90% Alumni. There have been too many to list here, but a few stand-out highlights have been 4 major events in 2 years, the East-West Centre of Hawaii and LF Alumni Conference of 2016, and the Rosie Batty partnership events, of a Public Panel on the issue of family violence, a fundraising Gala night, and a LF Alumni 2-day workshop in 2017. Also a highlight of my time, was the organization of the LF program 15th Anniversary Celebration, during which we also produced a souvenir coffee table picture book and a commemorative video.

The 9-month program itself, has also benefited from some major changes in content and structure, and I am proud to have been a part of this, particularly as it is the core, and key to the changes at community level that we aspire to achieve, through the commitment of each LF participant and alumni. One of the major highlights of the program year was taking on a record number of participants in 2017, of 33 who all graduated successfully at the end of the year!

What a ride it has been! It has been challenging and intense. It has been at many times difficult and emotional and there were indeed many, many, long hours and sleepless nights in order to get the multi-faceted developments, strategic planning requirements, and events off the ground. In saying this, it was also a terrifically exciting and rewarding time of learning, getting out of many comfort zones, new friendships, and development of new skills.

The last 2 years has also been a bit of a personal trial for me as well, and the values and learning's gained from the program have also given me the strength to step back and be real and honest about my own experiences, strategic direction and plans, and as a result, I will be stepping back and letting Gabriella Wong-Krishna, takeover the LF secretariat, which she has already been doing remarkably well. Good luck Gabriella!

Finally, but most importantly, I am so grateful to all current and past members of the LF Board that I have worked with, for your guidance, and patience, and for being so generous with sharing your experience, knowledge and insights of the program that really helped to get things done within the secretariat. Sharyne Fong in particular, LF's Executive Director, has been the champion of the major strategic changes in the last two years, and I leave with a great appreciation of how much I have learnt from this powerhouse of a woman. William and Sufi are synonymous with the words Leadership Fiji, and for the last 17 years, there is a part of them in every single Leadership Fiji success story, whether at national level, community level or individual level, and it is no different for me. Thank you, William and Sufi, your positive impact on so many lives, and indeed on mine, will always be acknowledged, and I am ever grateful.

I have also been fortunate to develop some great relationships with program sponsors, supporters and friends, without whom, the program would not be what it is. Just a quality group of people who help hold the program together and add value to its activities. Their generosity knows no bounds.

To LF2015, (who I only met in their last session and final retreat, but still managed to give me a couple of headaches), LF2016, LF2017, and LF2018, I cannot thank you and acknowledge you enough for the absolute joy that I have experienced in your company! I could probably write an entire newsletter dedicated to these program participants, and the adventures we have had together negotiating the different levels of Leadership thought, action, trials and triumphs. Every little step forward in the leadership journey counts, and I am a better person having walked many of these steps with you. Thank you all.

It makes me happy that I will always be an LF Alumni, which means that I am still tied to you all by this thread.

Thank you, Leadership Fiji.

Much love, Tamara



Celebrating Success

In every issue of the Leadership Fiji (LF) Newsletter, we celebrate significant achievements of the Leadership Fiji Program, the works of the LF Alumni and notable accomplishments of venerated LF Fellows in Fiji and abroad.

Do you have great news to share with us? Please email executivedirector@leadershipfiji.org



We are always proud of our Leadership Fiji Alumni achievements, and acknowledge the perseverance and diligence of the above pictured Alumni, after being appointed into positions of influence and given special awards and mention locally, regionally and globally. From top left to bottom right, our hearty Congratulations to:

- Ritesh Singh LF2002, Managing Director Pacific Operations & Chief Operating Officer, ANZ Pacific on your Fiji Institute of Bankers “Peoples Person Banker of the Year” Award.
- Unaisi Vuniwaqa LF2004, on your appointment as the first Fijian female Police Commissioner to serve with the UN Mission in South Sudan.
- Satya Nand LF2004, Navtarang Programme Director, Communications Fiji Limited on your appointment to the Board of Maritime Safety Authority of Fiji.
- Cathy Wong LF2008, Physiotherapist and Owner Suva Physio Centre on your appointment as the first woman from the Oceania region to be on the World Rugby Council.
- Lailanie Burnes LF2009, General Manager Sales, Captain Cook Cruises, Fijiana 15s Captain and Loose Head Prop for being awarded the 2018 Women in Business Private Sector Executive Manager of the Year.
- Ilaitia Tuinamoala LF2009, Internal Auditor, BSP Fiji, for being the first male appointed to the Board of Trustees and Interim National Treasure for the YWCA, and also Chairman of the Board of the Institute of Internal Auditors.
- Nancy Tikoisuva-Loaloa LF2009, Solicitor, on your appointment to the Board of Fiji Council of Social Services.
- Anabel Ali LF2012, Group Financial Controller Fiji Fish Marketing Group Limited on your appointment to the Board of Maritime Safety Authority of Fiji.
- Tamara Smith LF2013, Principal Bold Alliance Consultancy, on your appointment to the Board of Save the Children Fiji.
- Waisale Iowane LF2014, Chief Financial Officer and Director of Free Bird Institute Limited for scooping the prestigious 2017 Young Accountant of the Year Award.
- Esala Nasarua LF2017, Auditor at Fiji Roads Authority for winning the 2018 Fiji Institute of Internal Auditors Young Auditor of the year Award.



PC: The Genda Project Blog

For the first time, The Genda Project went international and live from Sydney on Saturday 16 June 2018!

An initiative by Sharon Narayan, LF2011, The Genda Connections covered the Untold Fijian Stories featuring 8 Fijians Redefining How We Communicate.

One of the featured speakers was Sophie Foster LF2002, and former Fiji Times Journalist.

Congratulations Sharon on your initiative, and all the best with your other upcoming international shows.

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This year, The Genda Project will bring a new series of live talks, FIJIAN OF THE WORLD. A collection of untold diaspora stories of Viti.
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Up Skill Yourself

Veronika Naiwaqa LF2015 ran a Communication and Leadership training in the 2nd week of the 1st term school holiday for Year 11 to 13 students. There was overwhelming response from students interested in wanting to up skill themselves in public speaking and leadership skills.

The final day saw students putting into practice what they learnt and had to speak on a given topic with their parents present to witness the culmination of their learning. William Parkinson, Leadership Fiji Board Chair and Sufi Dean, LF Director were Guests at their certificate presentation and awards.

Veronika works at ILO, is a Toastmaster and is passionate about teaching youths the intricacies of communication and leadership.



Kiji Awarded Scholarship for AICD Fiji Directors Course

The AICD Fiji Directors Course that was held in Suva from 27 to 29 September 2017 saw a BSP Fiji scholarship awardee attend the course as part of its corporate social responsibility to encourage gender diversity on company boards in Fiji.

Kiji Vukikomoala, a lawyer by profession was a nominee of Leadership Fiji and an Alumni having done the Leadership Fiji Program in 2005, was awarded BSP Fiji's scholarship to attend the AICD Fiji Directors Course.

BSP's Country Manager, Kevin McCarthy GAICD said "BSP supports gender diversity on its Boards and senior leadership team and we didn't think twice in partnering with Leadership Fiji in offering the scholarship to a deserving Leadership Fiji Alumni. BSP's own Board has three women serving as directors and company secretary respectively and we also have a fair number of women in senior management positions."

Kiji was extremely grateful to BSP for awarding her the scholarship to attend the AICD Fiji Directors Course, as she would not have thought of attending. She said "the course was very relevant to my role as Coordinator and Solicitor for the Fiji Environmental Law Association, a not for profit organisation. We are a Company Limited by Guarantee and the challenge is getting Board engagement and involvement since they all volunteer their time to serve on our Board. The AICD Course gave me an appreciation of the roles and responsibilities of management, the Chair and Directors, irrespective whether you're on the Board of a company or a not for profit. I also now have a better understanding of what to look for in financial statements and how to strengthen our organisation in terms of governance and risks."

When Kiji was asked about what she would do having attained valuable knowledge from the Fiji AICD Course, she said "Firstly, I have to set aside time to complete my online assessments, then in the New Year I will work with our consultant on reviewing our organisations effectiveness."

Kevin McCarthy, who is also Chair of AICD's Fiji Advisory Committee hopes to see more female attend the AICD Fiji Directors Course and eventually serve on Boards of public and private companies.

Editor's Note: Post article we learnt that Kiji passed her online assessment. Congratulations Kiji!

Article was written for AICD's International Directors Newsletter

About Fiji AICD (Australian Institute of Company Directors):

AICD's 3-Day Fiji Directors Course is designed especially for executives and aspiring directors looking for a comprehensive introduction to the key areas of directorship in Fiji.

The next AICD Fiji Director's Course is scheduled for 16 to 18 July 2018.

We heard whispers that another LF Alumni was awarded AICD's International Scholarship to attend the July 2018 Suva course.... keep a look out for our next Newsletter to learn who it is.

Executive Seminar on Leadership, Values & Good Society: Aspen Institute, Colorado

Aspen, Colorado is known for the scenic greenery in the summer and is geographically blessed to be a sought after skiing destination in winter. A lesser known fact, but quite prolific in the world of executive leadership is the Aspen Executive Leadership Seminar. An annual program that invites some of the best and brightest leaders from all over the United States of America, to undertake a course in modern contemporary executive leadership and then join a network alumnus of leaders and innovators across the world.

This year Fiji and the Pacific were proudly represented by Ritesh Singh LF2002 who is the Managing Director for ANZ Pacific Operations and COO Pacific. Initially joining a large following of applications through the Fiji Water Foundation, Ritesh was the successful applicant for the 2017 intake and participated in the April 2018 seminar. Other participants at the seminar included Terri Radcliffe who is the Senior Vice President of YMCA USA, Keith Lieberthal the Director of the Lincoln Centre International, Lisa Fritzpatrick the Medical Director of the DC Department of Health Care Finance and Cindy Barkaninc a Senior Economic Analyst for the US Government to name a few.

"It was a great seminar and the learning and depth of experience of the participants was extraordinary" said Ritesh. He added that they worked on text and essays that were instrumental to the evolution of human society which required an in depth reading and understanding of writers and philosophers such as Aristotle. "Some of the works studied retained its original excerpts so you can imagine that the highlighter was on overdrive" he fondly recalls.

"One important case study that stuck with me was a letter written by Dr. Martin-King, Jr. known as Letter from Birmingham City Jail. In this letter Dr. King makes a case for extremism, arguing the mantra of historical examples such as;

Biblical Amos for justice that said; *Let justice roll down the waters and righteousness like a might stream.* Paul the Apostle an extremist when he said; *I bear in my body the marks of the Lord Jesus* Paul Bunyan when he said; *I will stay in jail to the end of my days before I make a butchery of my conscience.* Abraham Lincoln an extremist when he said; *This nation cannot survive half slave and half free* and Thomas Jefferson who said the words; *We hold the truth to be self-evident that all men are created equal.*

Continued

Drawing parallels from this letter, it struck me that in our own ways we pursue our passions, our life's work, our self-worth with different forms of extremism to accomplish our goals. So unlike our more moderate counterparts we recognise the urgency of the moment and sense the need for powerful action."

"The core of the seminar focused on the importance of understanding the history of human civilisation and its leader, in particular how leaders of the past have helped to shape the world as we know it and what the future will look like," Ritesh added. He also appreciated the way the seminar was set up and how the variety of activities, catalysed team work, innovation and constantly required everyone to think outside the box, collaboratively challenging their own mindsets. By the time it was over, it was like parting between good friends, heading home, which I understand from the little Shakespeare I picked up, can be such "bitter sweet sorrow."

The seminar has ended, but the insights and knowledge sharing continue as Ritesh networks with the larger Aspen Alumni and carry out post session activities to embed some of the skills and learning acquired over the week.



Editors Note: Ritesh joins LF Alumni's Rajesh Patel LF2002, Glenis Yee LF2006, Atu Siwatibau LF2004 and Sharyne Fong LF2005 as Fellows of the Fiji Water Foundation.

News from the Alumni Executive Committee

LUNCH & LEARN

A LEADERSHIP FIJI ALUMNI INITIATIVE



TOPIC:
Work Life Balance

FEATURING:
Steve Nutley, Partner KPMG & Ironman Competitor

WHEN:
Monday 19 February 2018
12pm - 2pm

WHERE:
BSP Boardroom
Level 12 Suva Central Building

TICKETS:
\$30
Includes Lunch

FOR TICKETS CONTACT:
Tupou on 702 4900 OR Anabel on 936 0611



Steve is a Partner with KPMG, Suva office. He began his career with KPMG in England, and has since spent time with KPMG working in New Zealand, Poland, Bulgaria and Albania before moving to Fiji in July 2016. Steve specialises in providing Audit and Advisory Services. He has two children and regularly takes part in Ironman triathlon competitions around the world.

The first LF Alumni Lunch & Learn this year was with Steve Nutley, Partner at KPMG and Ironman Competitor.

Steve spoke on work life balance and shared his experiences training and competing in Ironman competitions.

Apart from gaining insights into Steve's training regime, LF Alumni members got to catch up with each other over lunch.



LF Alumni Attend Ron Kaufman Seminar

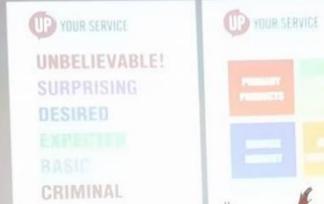
Our Leadership Fiji Alumni had the opportunity to be part of Ron Kaufman's UP! Your Service Seminar at the Sofitel Fiji Resort & Spa on 23 February 2018.

Over 30 LF Alumni attended the 3-hour Seminar.

The key takeaway for us is we can all work as one to take the next step up! UP! Your Service and offer unbelievable service to your customers!

Thank you Fiji Airways for the invitation to be part of this seminar.

Pictured to the left are the LF Alumni who attended, enjoy their break on stage.



Upcoming Sessions & Events

Education Session
Suva

Wed 11 July 2018
8am to 5pm

Sugar & Mining
West

Thurs 26 July to
Fri 27 July 2018
6am to 5pm

Health Session
Suva

Wed 8 Aug 2018
8am to 5pm

Cocktail with
Sponsors
Suva

Wed 15 Aug 2018
6:30pm

Tourism Session
West

Fri 24 Aug to
Sat 25 Aug 2018
6am to 5pm

Fiji & the World
Suva

Wed 5 Sept 2018
8am to 5pm

Look North
North

Wed 19 Sept to
Sat 22 Sept 2018
4am to 5pm

Participants Choice
Suva

Wed 3 Oct 2018
8am to 5pm

MANDATORY
Closing Retreat
West

Fri 19 Oct to
Sat 20 Oct 2018
6am to 5pm

2018 Vision and
2017 Fellows
Project Presentation
Suva

Thurs 1 Nov 2018
3pm

LF2018
Graduation
Dinner
Suva

Fri 2 Nov 2018
6pm

Sponsorship Acknowledgement

