OUR VISION
To develop and enhance the quality of leaders in Fiji

OUR MISSION
To develop and enhance the quality of leaders in Fiji through skills development and through strengthening relationships characterised by respect, trust and understanding.

This Mission will be accomplished by:

- Recognising that anyone can be a leader
- Involving leaders in a program which broadens their understanding of issues affecting our community
- Facilitating dialogue amongst leaders with varied background and interests
- Creating opportunities for communication between leaders across communities
- Promoting principles of accountability and transparency
- Enabling leaders to make a greater commitment to the development of our country
- Providing a forum for networking, personal development and exchange of ideas

OUR VALUES
Leadership Fiji’s Values are:

Lead
We will lead by example displaying personal and professional integrity in everything we do.

Excellence
We are committed to achieving excellence. We embrace continuous growth, efficiency, creativity and innovation.

Adaptability
We recognize that growth requires change and that leaders drive change.

Diversity
We celebrate diversity and commit ourselves to building a country where everyone is valued and supported.

Empower
We recognize that information empowers and embraces life-long learning.

Respect
We know that leadership is built on respect and this can only be earned through our daily actions.

Service
We understand that leadership is about service to our families, our community and to our country.
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BRIEF ON LEADERSHIP FIJI

Leadership Fiji is an independent, non-partisan, non-aligned entity, which depends on support drawn from the corporate, public and community sectors, and was established in 2000. While the Leadership Fiji program was inaugurated in 2000, our first program was launched in 2001.

It is modelled on the very successful Australian program, Leadership Victoria, and is aimed at mature leaders in the second or third tier of management who would be expected to be at the top of their vocation in the future years.

The Leadership Fiji Program is a leadership enhancing experience. It is a program of events and activities taking 29 days in the year from March - November. These events/activities are designed to enable participants to meet, to discuss, and debate issues among themselves, and with invited speakers who demonstrate leadership skills and characteristics.

The program facilitates a network of on going communication and engagement between leaders.

The aim of the program is to attract participants from the private sector as well as Government, Statutory bodies, the Trade Unions, the disciplined forces and NGO’s.

“Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere.”

William Parkinson
Leadership Fiji Board Chairman
MANAGEMENT BOARD MEMBERS

William Parkinson
Board Chair
Managing Director,
Communications Fiji Limited
& PNG FM Limited

Sharyne Fong
LF2005
Executive Director

Sufi Dean
Director
Former Executive Officer

Ilaitia Tuinamoala
LF2009
Director
Challenge yourselves – in all aspects of your life - and be the best you can be.

H.E. Mr Jonathan Curr
New Zealands High Commissioner to Fiji
(Leadership Fiji 2018 Graduation Address)
LEADERSHIP FIJI
2018 VISION

By 2038, Fiji will be transparent, accountable, just and fair. As proud Fijians, we will celebrate our rich diversity. Our people will be educated, innovative thinkers, enjoying healthy lives in a vibrant and sustainable economy.

Leadership Fiji: 2018 Program Outline

<table>
<thead>
<tr>
<th>Month</th>
<th>Day</th>
<th>Date</th>
<th>Time</th>
<th>Event Description</th>
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</thead>
<tbody>
<tr>
<td>March</td>
<td>Thurs</td>
<td>1</td>
<td>6pm</td>
<td>2018 Launch/ Induction of 2016 Fellows</td>
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<tr>
<td>March</td>
<td>Fri/Sat</td>
<td>2-3</td>
<td>7am</td>
<td>OPENING RETREAT</td>
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<tr>
<td>March</td>
<td>Wed</td>
<td>14</td>
<td>8am</td>
<td>An Overview of Fiji’s History</td>
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<tr>
<td>April</td>
<td>Wed</td>
<td>4</td>
<td>8am</td>
<td>Human rights &amp; the Media</td>
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<tr>
<td>April</td>
<td>Wed</td>
<td>18</td>
<td>8am</td>
<td>Law &amp; Order and Government Machinery</td>
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<tr>
<td>April</td>
<td>Wed</td>
<td>18</td>
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<td>Etiquette Dinner</td>
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<td>May</td>
<td>Fri/Sat</td>
<td>4-5</td>
<td>8am</td>
<td>Alternative Agriculture (WEST)</td>
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<tr>
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<td>Wed</td>
<td>16</td>
<td>8am</td>
<td>Poverty &amp; Social Welfare</td>
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<td>May</td>
<td>Wed</td>
<td>30</td>
<td>8am</td>
<td>Fiji’s Economy and Infrastructure</td>
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<td>June</td>
<td>Fri/Sat</td>
<td>15-16</td>
<td>7am</td>
<td>MID YEAR RETREAT</td>
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<tr>
<td>June</td>
<td>Wed</td>
<td>27</td>
<td>8am</td>
<td>Environment</td>
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<td>July</td>
<td>Wed</td>
<td>11</td>
<td>8am</td>
<td>Education</td>
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<td>July</td>
<td>Thurs/Fri</td>
<td>26-27</td>
<td>7am</td>
<td>Sugar and Mining Industries (WEST)</td>
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<tr>
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<td>Wed</td>
<td>8</td>
<td>8am</td>
<td>Health</td>
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<td>Fri/Sat</td>
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<td>Tourism Industry (WEST)</td>
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<td>September</td>
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<td>5</td>
<td>8am</td>
<td>Fiji and the World</td>
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<tr>
<td>September</td>
<td>Wed/Thurs/Fri/Sat</td>
<td>19-22</td>
<td>6am</td>
<td>Look North (NORTH)</td>
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<tr>
<td>October</td>
<td>Wed</td>
<td>3</td>
<td>8am</td>
<td>Participants Choice</td>
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<tr>
<td>October</td>
<td>Fri/Sat</td>
<td>19-20</td>
<td>7am</td>
<td>CLOSING RETREAT</td>
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<tr>
<td>November</td>
<td>Thurs</td>
<td>1</td>
<td>3pm</td>
<td>2018 Visions and 2017 Fellows Project Presentation</td>
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<tr>
<td>November</td>
<td>Fri</td>
<td>2</td>
<td>7pm</td>
<td>2018 Class Graduation</td>
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2018 PROGRAM OVERVIEW

2018 Program Launch and Fellows Induction of 2016

The 2018 Leadership Fiji program was officially launched on Thursday 1st March at FNU's Tiri Restaurant in Suva, and saw the introduction of 29 new participants from very diverse backgrounds from around the country, selected out of numerous qualified applicants in a rigorous interview process.

Chairman of the Leadership Fiji Board, William Parkinson welcomed the new participants and wished them well on this life changing journey. Mr Parkinson introduced Chief Guest of the Launch, Ms Imrana Jalal, as “an old friend of Leadership Fiji and a regular speaker for Leadership Fiji before she left the country to take up position with the Asian Development Bank and now the World Bank.” Mr Parkinson went on to say, “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.”

Highlights of Ms Jalal’s speech included her advice to, “lead by example and don’t be afraid to stand out”, that “it’s ok to make mistakes once”, that it is important to “surround yourself with people of different opinions, mindsets, and ideas, and to get uncomfortable,” and she encouraged us to “negotiate for an outcome that was more than just about you, or what you want, or what’s comfortable for you.” In closing Ms Jalal emphasised that to manage the process of change you must be open to change within the change and be flexible.

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 it 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:

- 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.
- 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.
- FRIEND Fiji. Sponsored two students for full time education for a year.
- Sago Palm. Planted sago palms and created awareness on sustainability for the villagers at Culanuku.
- Cleaned up rubbish at the Suva Point area.
2018 PARTICIPANTS

Abele Saunivalu
Officer of Auditor General
AKA: Bels
Best known for: delivering the Sevusevu at Vunidogola
Team: Tabua

Ajit Narsey
Narsey’s Plastics
AKA: “The enforcer”
Best known for: his “thought provoking” questions
Team: Tilapia

Andrew Reddy
Market Development Facility
AKA: “Son”
Best known for: his diplomatic approach during Q&A
Team: Tilapia

Annie Robinson
Fiji Times
AKA: “one of the Nuns”
Best known for: her emotional maturity
Team: Tuitui

Darren Kwan
Tower Insurance
AKA: “The Baby”
Best known for: looking the best in miners overalls and never breaking any rules
Team: Tilapia

Devika Darshani
ANZ
AKA: Dev
Best known for: bringing the house down with her rendition of “I want it that way” during her “my life” presentation
Team: Tuitui

Hanisivave Taito
W&G
AKA: Nisi
Best known for: going the “extra mile” for her “my life” presentation
Team: Tagimoucia

Ilaitia Varani
Officer of the Auditor General
AKA: Varani
Best known for: “improvising” during end of day reflection sessions
Team: Tilapia

John Yee
JP Bayly Trust
AKA: John
Best known for: grand entrance at end of day session in Rakiraki
Team: Tuitui
Kaiava Lekenaaua  
National Fire Authority  
AKA: Kai  
Best known for: his undercover skills  
Team: Tauratale

Kalolaini Ranadi  
RBF  
AKA: Kalo  
Best known for: easily being led astray  
Team: Tauratale

Karen Fong  
The Greenhouse Studio  
AKA: Kay  
Best known for: Best Actress in a Supporting Role 2018 for the play “Billy Budd”  
Team: Tilapia

Kalora Mason  
Pacific Destinationz  
AKA: “the other Nun”  
Best known for: her resilience in 2018  
Team: Tuitui

Marie Kid  
Fiji Water  
AKA: Miss Fiji Water  
Best known for: connected to community and keeping us hydrated in 2018  
Team: Tagimoucia

Mohammed Nawaz  
Credit Corporation  
AKA: Nawazi  
Best known for: his voice of reason  
Team: Tagimoucia

Nemani Lomata  
National Fire Authority  
AKA: “NEMS” and “HULK”  
Best known for: creating LF18 catch phrase “Well Actually”  
Team: Tagimoucia

Fawziyah Ali  
W&G  
AKA: Fawz  
Best known for: stunning selfies and jewellery  
Team: Tilapia

Pratika Kumar  
CFL  
AKA: Prats  
Best known for: as “one of the boys”  
Team: Tabua
Rangeeta Bali
Motibhai Group
AKA: RB
Best known for: her redemption speech at the opening retreat
Team: Tauratale

Sandhea Kiran
Paradise Beverages
AKA: Sandy
Best known for: being a connoisseur of rum and whiskey
Team: Tabua

Seruwaia Mario
ANZ
AKA: Seru
Best known for: her inquisitiveness
Team: Tilapia

Seymour Singh
FCCC
AKA: “Yvette”
Best known for: his powerful performance as presenter for LF18 Vision Presentation
Team: Tauratale

Takasa Panuve
Westpac
AKA: Taks
Best known for: her quick wit, timing, and sense of humour
Team: Tabua

Talei Tuitoga
Howell & Associates
AKA: Lei
Best known for: receiving the “Dama Award” during the North Trip for taking initiative at Dama Primary School and for her heart for community
Team: Tagimoucia

Taniela Rararua
RBF
AKA: Dan
Best known for: showing up in numbers to the mangrove planting project
Team: Tagimoucia

Tirath Sharma
Tirath Sharma Lawyers
AKA: “Party- Starter”
Best known for: kick starting 2018 community projects
Team: Tauratale

Viresh Chandra
BSP Life
AKA: Virus
Best known for: opening speech at Dama District Primary School
Team: Tuitui
Wilisoni Naqasima  
Neptune Pacific Line  
AKA: Claggart  
Best known for: *challenging the dominant narrative*  
Team: Tabua

Yvette Samson  
Kontiki Finance Limited  
AKA: Miss Congeniality  
Best known for: inspiring inauguration speech at Closing Retreat  
Team: Tauratale

2018 PARTICIPANTS DEMOGRAPHICS

LF 2018 Participants Gender

LF 2018 Participants by Age

LF 2018 Participants Region
Opening Retreat

Speakers: William Parkinson, Sharyne Fong, Sufi Dean, Tamara Smith

The opening retreat was three days and two nights at Yatule Beach Resort. This first retreat was all about getting to know ourselves and getting to know each other in the group and breaking out of our comfort zones. Personality tests, and exercises and activities that helped us stretch our opinions on leadership and identify our leadership styles were a highlight of the retreat. Delving into leadership theory, adaptive leadership, and challenging us to re-think our leadership styles. The analogy most referred to since the opening retreat is the “first dancer.” As a leader you have to be willing to take the lead, step out, look silly, take the risk. This set the foundations for discovering our purpose, our “why” and developing our LF18 vision statement.
Leadership Fiji l 2018 Annual Report

An Overview of Fiji’s History

**Duty Group:** Team Tabua

**Speakers:** Dr Robert Nicole, USP, Professor Sudesh Mishra, USP, Professor Vijay Naidu, USP, Associate Professor Sandra Tarte, USP Professor Jon Fraenkel, Victoria University of Wellington.

There’s no better way to start the Leadership Fiji journey than to look historically at the road Fiji has travelled to get to where we are today. We can boldly move into the future when we appreciate where we have come from. This session covered Fiji’s cultural, political and economic history, the setbacks, the in-roads we have made, the success stories and the failings, and Fiji’s leaders that were part of all this. Great learning came from understanding the reasons why historical events took place, the leadership decisions that brought us there and the effects we are living with now because of those situations and decisions. Understanding what has transpired allowed us to form views on what a way forward for Fiji could look like, with the intellectual contributions of our speakers.

Human Rights & the Media

**Duty Group:** Team Tagimoucia

**Speakers:** Albert Seluka, Senior Advisor, Regional Rights Resource Team (RRRT), Ashwin Raj, Director of Fiji Human Rights and Anti-Discrimination Commission (FHRADC), Krishneer Sen, Project Officer Fiji Association for the Deaf (FAD), Shamima Ali, Coordinator Fiji Women’s Crisis Center (FWCC), Isikeli Vulavou, Founder and Executive Director, Rainbow Pride Foundation (RPF), Howard Politini, GM HR, BSP (lunch session), Elenoa Baselala, Fiji Times (FT), Vijay Narayan, Communications Fiji Limited (CFL), Dreu Vukailagi, Fiji TV (FTV), Indra Singh, Fiji Broadcasting Commission (FBC)

This session covered the origins and principles of human rights, a situational analysis of human rights in Fiji and an introduction to the various organisations in Fiji who champion the protection of human rights, their roles and their challenges. We also heard from representatives of the media who shared the process of gathering, producing and presenting news stories as well as the challenges they encounter in upholding the integrity of the news, alongside the media bill.

We were also privileged to have Mr Howard Politini, General Manager of Human Resources, BSP, speak to us over lunch. Mr Politini shared his leadership journey and life lessons with us, reminding us to always be humble and accept challenges with gusto and determination.

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.
Speakers: Mr. Joji Kotobalavu, lecturer at FNU and former PS to PM’s Office, Professor Biman Prasad, opposition leader of the current government, Mr Richard Naidu, Partner, Munro Leys, Mr Christopher Pryde, Director Public Prosecution, Mr Sevuloni Naucukidi, Supervisor Correction Facilities, Mr Viliame Naupoto, Commander RFMF

Law & Order and Government machinery is quite a complex and interesting topic. The contribution from the various speakers added much learning and insight to how the many institutions work within the government and/or independently to uphold law and order in our country.

From this session we learned how cabinet is formed and how decisions are made in parliament, the role and challenges of the opposition, the forming and purpose of our constitution, the role and responsibility of the DPP, an insight into the Fiji Correction Service and Rehabilitation programs, and the role of the Military in maintaining law and order in the country.

The lesson learned from this session is that we should always strive for progress. Progress is achieved by changes and changes are delivered by leaders. Any changes that we need to achieve should be within the law and order, and we must understand the government machinery to make informed decisions.
The objective of this event as a program session was 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 prepare for a cocktail event. Some courtesies include calling to RSVP, ensuring you take note of the dress code, arriving on time and giving the best first impression. The main objective is networking and connecting with people. Make it a point to meet at least one new person each time you go out to a social event and follow through, by email or phone call, on conversations you have.

The dinner etiquette was covered by Mrs Amerika Grewal who provided participants insight to etiquette at business dinners, impressing business partners, behaving professionally and in good character. Some tips included introducing yourself to those at the table, being considerate to wait for everyone’s meal to arrive, the use of napkins and utensils, talking to the wait staff if need be and ensuring an ongoing conversation at the table to keep networking and connecting.

We were fortunate to be given the opportunity to invite a guest and enjoyed a three-course meal while enjoying dinner conversation.
**Alternative Agriculture**  
**Duty Group:** Team Tauratale

**Site Visits:** Commercial Honey Supplies, Nausori, Naboro Agricultural Sites, Naboro Prison Complex, Bens Trading, Navua, Government Research Station, Sigatoka, Devesh & Bharos Farms, Nadi, Vuda Piggery, Vuda, FRIEND Fiji, Tuvu

The field trip was extremely beneficial for gaining insight into 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. 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.” On the trip, the LF 18 group was asked to read and discuss The Allegory of The Cave, by Plato. Out of this discussion we learned, and to use the words expressed by one of our LF 18 participants, “we must challenge the dominant narrative.”

At all the sites we visited, we saw that those farmers and business owners who took initiative and thought outside the square were the ones making real progress in the industry, 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. Some engaging local farmers to supply raw materials for their business, others 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 man was embedded into their framework.

**Poverty and Social Welfare**  
**Duty Group:** Team Tabua

**Speakers:** Dr Neelesh Goundar, Faculty of Business and Economics, USP, Lynnie Roche, Homes of Hope, John Yee, Bayly Trust Fund, Semiti Qalowasa, People’s Community Network

This session highlighted the need for a more inclusive approach involving dialogue and collaboration between the State and organisations that cater to the needy. This is essential to ensuring that the end to end process of eliminating poverty is fool proof, effective and efficient, by identifying causes, assessing scenarios and providing solutions while incorporating follow up and monitoring processes. Innovation is very important for any economy to grow over time and open up to new markets. Cooperatives can be one such innovation, to achieve as a group which might not be affordable for individuals.

Skills development and training to reduce poverty, in areas such as risk management and entrepreneurship, could also be a viable option.

This session taught us the importance to speak up, stand up and defend ourselves and others when you feel something is wrong.
Fiji Economy and Infrastructure

Duty Group: Team Tagimoucia

Speakers: Dr Sunil Kumar, Faculty of Business and Economics, USP, Mr Ariff Ali, Governor of the Reserve Bank of Fiji, Ms Ruth Williams, Director People, Capability and Culture, Fiji Revenue and Customs Service, Mr Saud Minam, CEO, ANZ, Mr Mark Halebe, Mark-One Apparel, Mr Kamal Prasad, Fiji Roads Authority, Mrs Talei Ligairi, Fiji Water Authority, Mr George Samisoni, FINTEL

This session provided an overview of the state of Fiji’s economy within the Pacific Region, identified factors that have shaped and will continue to shape Fiji’s economy, and examined the role of the private sector. We also learned of infrastructure development in the country, its achievements, challenges and opportunities.

A summary of the main discussion points:

- The need for better, well thought out policies in consultation with all stakeholders across industry and private sector business.
- The need to re-look at the Agriculture Industry and how we can better sustain our Sugar and Forestry resources.
- Indicators of consumption and investment are positive and financial conditions are conducive for growth with labour market expectations being favourable. This poses a Human Resource challenge and the need for innovation around staff retention and reward.
- The need for quality leaders who can lead in this dynamic business environment and importance of building resilience – personally and of the business.
- Infrastructure and technology will continue to be a challenge as we attempt to upgrade and change to meet the changing times. What is needed is a model that caters to the needs of Fiji and is sustainable and able to be maintained.
Mid-Year Retreat

Duty Group: Team Tilapia

Speaker: Mr Greg Caigou

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

The journey started out with the early morning bus ride from Suva on Friday 15 June, with “My Job” sharing on the bus as we made our way to Rakiraki via Kings Road.

The Mid-Year Retreat was a valued pit-stop at the half-way mark of the Leadership Fiji program. A welcome reality check and a turning point in the Leadership Fiji journey for most of us. We were given the task to reflect on ourselves and our leadership qualities, and check that against what we practice every day and where we wanted to see change. The retreat also allowed us to get creative and stretch our minds with group activities and build a closer bond with team building fun.

The leadership reading “Ones Who Walked Away from Omelas” by Ursula K. Le Guin provided great discussion on the complexities of society in a utopian and dystopian state and reflection on the challenges of keeping a good society.
Environment

Duty Group: Team Tuitui

Speakers: Dr. John P Leckey, PhD of NASA's Langley Research Centre, Mr Apenisa Tamanai, Climate Change and Education Officer, SPC/GIZ CCCPIR program, Ms Sandeep Singh, Director of Environment, Mr Ifiremi Dau of International Union for the Conservation of Nature (ICUN), Ms Tui Marseu of World Wildlife Fund (WWF), Mr Colin Philp of The Uto Ni Yalo Trust Fiji, Mr Tikoidelaimakotu Fuluna, Korova Village

This session brought understanding of the key national environmental issues and the role of different stakeholders in addressing environmental concerns.

Global perspective was brought by our first speaker, a skype call with Dr. John P Leckey, PhD of NASA's Langley Research Centre who took us through issues that cause and drive current climate change issues, and the instruments NASA use to provide data to policy makers. The speakers that followed brought a unique local perspective and the importance and need for education on climate change in the Pacific. The real problem being our one-use plastic consumption that is contaminating our oceans. Colin Philp shared that over 300 million tonnes of plastic packaging is produced per year, and most of this ends up in our oceans! Organisations, movements and enterprise such as the Uto-Ni-Yalo Trust, World Wildlife Fund and ICUN are the advocates driving awareness of climate change issues in our communities and what real solutions can be implemented at community level to curb the effects of climate change. Buzz words during the discussion on effecting change included focus on sustainability, the Green Growth initiative, reducing carbon footprint, promoting renewable energy, and Environmental Impact Assessments (EIAs).

Our Site Visit was to Korova Village where Mr Tikoidelaimakotu Fuluna shared his family’s journey from their homes on Fulaga in Lau to Suva Point, by traditional canoe and navigation, and how their traditional knowledge of canoe building and sailing, and the art of Masi making is sustaining the community. He also shared his experience travelling the world with the Uto Ni Yalo and other Voyagers, as well as his experience representing Fiji at COP23.
Leadership Fiji l 2018 Annual Report

**Education Session**

**Duty Group:** Team Tauratale

**Speakers:** Ms Alison Burchell, Permanent Secretary for Education, Ministry of Education, Heritage and Arts, Mr Billy Fitoo, Programme Coordinator/Lecturer, USP, Dr. Brother Jim Madavana, Director, Montfort Boys Town, Mr Nemanji Drova, Director of Catholic Education, Archdiocese of Suva, Mrs Analesi Tuicaumia, Director, Child Benefit Fiji, Mr Peni Taoi, Acting Director, National Training & Productivity Centre (NPTC), Mr Jonathan Todd, Country Manager, Fiji, Australia-Pacific Technical College (APTC)

Some of the key takeaways from the session was the need to “develop skills for the future, not skills for now” (Ms Alison Burchell), for more “hands-on, minds-on and hearts-on learning experiences.” (Mr Billy Fitoo), and that it’s not all about classroom learning and academic achievement, but the overall development of the child needs to be factored into our education systems.

Education is a cornerstone of our society and we must revive the respect and value that it deserves. Education is more accessible now in Fiji than it has been in the past but is only as good as what the user makes of it. Therefore, today’s parents and students need to make best use of the opportunities they are given to learn. Parents need to instil the value of education in their children and realise the value of an all-round education for their children – academic, spiritual, social, cultural, global – if we are to develop “ideal adults” for the future.

**Sugar and Mining Session**

**Duty Group:** Team Tabua

**Speakers:** Mr Saimone Johnson, Sugar Research Institute, Ashween Ram, South Pacific Fertilizers Ltd, Karan Singh and Liam Costello of Paradise Beverages, Peter Drysdale, Koro-i-pita, Parmin Kumar, Sugarcane Growers Fund, Dinny Laufenboeck, Vatukoula Gold Mines Limited, Praveen Lata, Tavua Town Council

The speakers gave us an in-depth view into one of Fiji’s top economic sectors, however we felt that the same old sentiment held true - more unresolved issues at the grass-root level with farmers having to ponder their future. Many businesses have vested interest in the success of this sector, is there possibility of hand holding initiatives with the State for the betterment of it? It became apparent to us that, innovation, creativity and teamwork is key to growth and success in this industry. Ten participants were lucky to venture down one of the mine shafts at Vatukoula Gold Mines, some 500 meters underground, to experience and witness first-hand the work that miners do. The Sugar and Mining industries create a lot of employment in the nearby towns and businesses and there is still hope that it will remain to support the community. We were also fortunate to visit Koroipita Model Town and were proud to see the home that our LF2017 colleagues built as part of their LF Fellows project earlier in June.
**Health**

**Duty Group:** Team Tagimoucia

**Speakers:** Dr Isimeli Tukana, National Advisor NCD at the Ministry of Health and Medical Services, Mrs Keshvi Sukul, Managing Director of Health Plus, Mr Asaeli Naika, Nutritionist at the National Food and Nutrition Centre, Dr Rajesh Sharma, Team Leader of Diabetes Fiji, Dr Theresa Yee Chief, Director of Private Medical Clinic, Mr Inoke Bainimarama (LF2003), Board Member of Fiji Cancer Society

Each speaker indirectly challenged us to prioritise our physical and mental health, question our lifestyles and examine the health care system in Fiji. We were made aware of our health system’s challenges and future plans. A unifying theme being the need for awareness and education in our communities on the benefits of healthy eating and exercise, removing the stigma of mental illness, removing the cultural barrier of reluctance to seek professional medical help when needed and a renewed respect and appreciate for the life we have and the life we are blessed to live. Our session ended with a tour of St Giles Hospital facilities and the group was provided an overview of the types of admissions cases which are related to stress, substance abuse, attempted suicide, and inadequate family and social support. We were so impacted by our visit, that we chose to include St Giles as one of our community projects for 2018.

**Tourism Industry (West)**

**Duty Group:** Team Tilapia

**Speakers:** Ms Luisa Finiasi of Tourism Fiji and Mr. James Sowane, Pacific Destinations, Mr. Brian Kirsch, Fiji Hotel & Tourism Association, Mr Tui Kabu, Fiji Backpackers Association, Mrs Mereseini Baleilevuka of Free Bird Institute, Mr Akshay Singh of Raffe Group of Hotels, Mr Sharun Ali and Mr Shane Hussein - Fiji Airways, Mr Clyde King - Wyndham Resorts, Ms Cynthia Rasche - Denarau Marina, Mr Arif Khan - Cacao Fiji’s Chocolate Factory, Mr Savenaca Delai, Sigatoka Sand Dunes

Key takeaways for us was understanding, through engaging discussions with our speakers, the mechanics of the Tourism Industry and the different key stakeholders who contribute to the growth of Fiji’s largest industry. The question and answer sessions allowed us to probe further for an in-depth look into the challenges faced by these stakeholders, what they have learnt from these challenges and the plans to remain sustainable for the future.
Fiji and the World

**Duty Group:** Team Tuitui

**Speakers:** Mr Kristian Miles of Mangroves for Fiji, Mr. Jonathan Curr, H.E The New Zealand High Commissioner to Fiji, Mr Atu Siwatibau (LF2004), Mr Bakhodir Burkhanov, UNDP Pacific Office

This session provided an overview of the current links and relationships Fiji has with the rest of the world and broadened our understanding of the key policies and agreements in place between Fiji and our International partners. We especially enjoyed listening to H.E. Mr. Jonathan Curr who shared his career and leadership journey with us, and we were so inspired by his diplomatic demeanor and communication skills. This session showed us the importance of strong international relationships.

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Look North (North)

**Duty Group:** Team Tauratale

**Site Visits/Speakers:** Dama Primary School, Bua, Cocoa Farm, Dreketi, Daku Resort, Savusavu, Shane Bower, Artist, Workshop, Savusavu, Savusavu Tourism Association, Justin Hunter Pearls, Savusavu, Kula Palms, Kuladrusi, Vunidogoloa, Climate Change resettlement, Nawii Island development, Seaqaq Agricultural Research Station, Office Commissioner Northern, Labasa Farm Fresh, Labasa Fire Station, Labasa Sugar Mill

To say this “Look North” session and trip to Vanua Levu was enlightening is putting it lightly, this trip was the catalyst for many new and positive changes in the lives of all 29 LF2018 participants.

The four-day trip to the North has broadened our knowledge of the people, industry, challenges and potential in Vanua Levu. The common theme across businessmen and businesswomen and the town-folk was accessibility – or the lack of – to essential services (health, water, education, transport) and a lack of sustainable support to this area. We also learned about how much of the business and industry in Vanua Levu contributes to Fiji’s economy and the potential for more. Speaking with the different stakeholders it was apparent that there are many opportunities, but little ability to turn these into a reality in the face of common challenges – access, time and money.

This trip touched all 29 of the LF 2018 group, so much so that the group started discussions on the possibility of a community project in the north for our fellowship project in 2019.
The speakers shared many insightful lessons, among them was the reminder that leaders help themselves and others to do the right things, leaders set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to “win” as a team or an organisation and it is dynamic, exciting, and inspiring.

Authentic leaders are positive people with truthful self-concepts who promote openness. By building trust and generating enthusiastic support from their subordinates, authentic leaders are able to improve individual and team performance. We have to find a purpose in life and do what we do best. As a leader, you must envision the future, passionately believe that you can make a difference, and inspire people to achieve more than they may ever have dreamed possible.

Empowerment alone is not enough. You must train and coach your people to enhance their learning ability and performance. Making mistakes is essential to innovation and organizational growth, as long as systems are developed to learn from failures and to avoid making the same mistake twice. Treat failures as learning opportunities. Develop a tolerance for mistakes and give your people freedom to fail, learn from failures, and start again more intelligently.
Our Closing Retreat started off with buddies sharing their “I plan to …“ commitments on the Malolo Cat 40-minute boat ride to Plantation Island. At the island, we were traditionally welcomed by the management and staff of Plantation Island Resort and the sessions started off with a talanoa session with our Resident Leader, Vera Chute.

Following Ms Chute’s presentation, we proceeded with participant reflections where we were allowed 4 minutes to share our journey, personal experiences and views of LF2018. LF Executives challenged us to be adaptive leaders and Executive Director, Sharyne Fong also shared some insight on her action plan for leadership training after Leadership Fiji.

We concluded the retreat with our buddy discussions and deciding our “Leadership in Action” pledge with each other. It was our responsibility to hold our buddies accountable in achieving our action plans in 2019 and beyond.

We learned a little bit more about our fellow participants, their experiences, their plans and we also got to appreciate each other and reminisce about the past eight months of our LF2018 journey. We also spent whatever spare time we had to discuss our LF2018 fellowship project and pointers for our Vision presentation.

Being that this would be the last session as a group, there were a lot of tears and thus very fitting to have our final reading with Sharyne on ‘New Beginnings.’ It resonated well with the entire group and has become our mantra and guide for our journey going forward.
2018 Vision & 2017 Fellows Presentations

Duty Group: Team Tilapia

**Venue:** Fiji Times training room in Suva
**Panel:** LF’s Board Chair, William Parkinson, LF Sponsor, Hank Arts General Manager Fiji Times, and Thelma Savua LF2003.

This session in our Leadership Fiji (LF) program calendar is looked forward to by our Leadership Fiji Board, sponsors and employers. It is where the current year group shares their vision and community projects and the previous year group presents their Fellowship project.

Leadership Fiji Executive Director, Sharyne Fong welcomed sponsors, guests, the panel and LF 2017 and LF 2018 group.

The session commenced with LF2017’s Ritesh Ratiram presenting on behalf of his year group on their major community project undertaken as part of their Fellows program. He shared details of their “build a home” project in Koro-i-Pita project as well as other community projects completed throughout the year. Ritesh talked through the challenges faced and how the LF 2017 group fundraised for their project. LF 2017 had 90% participation (30 out of 33 participants) in their project.

Yvette Samson and Seymour Singh presented on behalf of LF2018, covering the six community projects completed in 2018, fundraising effort for these projects and the LF2018 fellowship project - the refurbishment of a library for Dama Primary School in Bua, Vanua Levu - and the plan and anticipated challenges for this 2019 project.

The panel commended LF2018 on their presentation and wished them all the best with their 2019 project.
Graduation Dinner

Duty Group: Team Tuitui

Venue: Holiday Inn in Suva
Master and Mistress of Ceremony: Viliame Waqalaivi and Naomi Tagilala LF2017
Chief Guest, New Zealand High Commissioner to Fiji, H.E. Mr Jonathan Curr and Mrs Curr
Welcome Address: Mr Parkinson, Leadership Fiji Board Chair

Mr Parkinson welcomed family, friends, colleagues, employers, sponsors, participants, LF Alumni and the LF Board and announced Leadership Fiji’s plans to step out of its comfort zone, setting up a Leadership Institute.

Chief Guest, H.E. Mr Jonathan Curr in his address reminded us all to be better versions of ourselves, he stressed “Leadership is not only for the workforce it is whenever you are called to be a leader.”

Following the dinner, our certificates were presented and photos were taken. Our LF2018 elected board representative, Yvette Samson delivered her vote of thanks and left us with three quotes that really stuck by her on her LF2018 Journey, these were:

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

“As long as you are standing give a hand to those who have fallen.”

Proverbs 3: 27 - “Do not withhold good from those to whom it is due when it is in your power to act”

The evening ended with guests mingling and enjoying each other’s company. What a special night to remember as we celebrated our journey and all the learnings we gained from Leadership Fiji.

Editors Note: Congratulations LF2018…to new beginnings!
LEADERSHIP FIJI CHAIRPERSON’S ADDRESS 2018 GRADUATION

Welcome to the graduation ceremony for Leadership Fiji 2018. Let me begin by acknowledging the presence of our Chief Guest Jonathan Curr and his wife Florence. Thank you to our sponsors, with special acknowledgement to Fiji Water, Exchange and Finance and Munro Leys who joined us as sponsors this year, the Leadership Fiji Alumni, and friends of Leadership Fiji. Finally, the stars this evening the graduating class of 2018.

This is our 17th year of operation and this year’s 29 graduates take the Alumni total up to 412. I note this evening the presence of some of our founding class of 2002. I have been especially thrilled that this year they have reignited their group via regular get togethers. I know I speak for Sufi and other founders of the program in saying that it is particularly gratifying to play “spot the LF alumni” in the media or at public functions. It is a visible reminder of the impact the program has had over the last 17 years. Recently I was at Parliament House Port Moresby attending an event celebrating the courage of woman leaders in Papua New Guinea and I was astounded to find at the event four LF alumni one of whom was a judge for the event.

At this stage I would also like to acknowledge Fiji Water’s support in sending alumni members to the Aspen Leadership Institute in the USA. Cathy Wong (LF08), who has just returned, is the sixth participant in this program, and our Executive Director Sharyne Fong returned to Aspen this year to attend their action forum. This has presented us with a wonderful opportunity to network with leaders across the world. An example of this is that over the last couple of years participants have had a presentation on climate change via Skype from NASA’s expert on climate change Dr. John Lecky. He met our Executive Director Sharyne Fong at Aspen and has supported us ever since. We are still hopeful that we will be able to get him to Fiji in person at some stage.

As I have said at previous events Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. Yesterday, last year’s graduating class presented to the board and sponsors a report on their community project. To explain, the Leadership Fiji program comprises two phases. The first is the actual program and the second occurs the following year when participants are required to complete a community project, unsupervised, to earn themselves recognition as a fellow of Leadership Fiji. You will hear all about LF2017’s achievements at the launch of next year’s program and I know you will all be very impressed. I say all this because we have just conducted a quick survey of projects completed since 2006, when we started the community program, and the survey revealed that well over 50 projects have been completed and some are ongoing. As part of this we have committed to providing scholarships for participants, particularly from the not for profit sector. I note that LF 2017, who have developed a close relationship with the Koroipita settlement, have committed to funding someone from that community to take part in the 2019 program.

We want to grow the community action element of the program for both participants and alumni and so we have established a LF Community Fund led by a steering committee, Rajesh Patel (LF2002) as Chair, Thelma Savua (LF2003), Anare Manulevu (LF2005), Ritesh Ratiram (LF2017), and by the way we are searching for one more legal practitioner within Alumni to volunteer!

On the subject of strategic planning we have just completed our annual review of our strategic plan. As a board, we recognize that Leadership Fiji is very much at a crossroads having reached a size that requires us to be bold, step out of comfort zone and take on the challenge of establishing a proper corporate structure for Leadership Fiji,
with the eventual aim of creating a Leadership Institute for Fiji, delivering development programs focusing on values-based leadership. This will be a big step for us. We are well aware of the dangers of overreaching. We are also anxious to preserve independence as a financially sustainable, Fijian, not-for-profit organization. So watch this space!

Before I conclude, 2018 has had its challenges. Tamara Smith stepped down as Executive Officer mid-year, and we were fortunate that Gabriella Wong was able to assist, at short notice, but I want to pay special tribute to our Executive Director volunteer, Sharyne Fong, who has been one amazing leader this year!

Tonight, as our Chief Guest, I am delighted to welcome the New Zealand High Commissioner to Fiji Jonathan Curr. The New Zealand High Commission was one of Leadership Fiji’s foundation sponsors and they continue, to this day. Jonathan has a long association with the Pacific, having served as Deputy High Commissioner in Tonga, where he I believe he met his wife Florence, who has a long association with Fiji as a graduate of USP. More recently, Jonathan has served in Turkey and the Middle East. I note he speaks Arabic and Chinese, and I presume some Tongan! No pressure Jonathan, but I did note from your CV that you hold a teaching diploma in Speech and Drama from Trinity College, amongst many other qualifications.

William Parkinson
Chairperson Leadership Fiji
LEADERSHIP FIJI 2018 GRADUATION
KEYNOTE ADDRESS: NEW ZEALAND
HIGH COMMISSIONER

Tihei mauri ora!
E nga mana
E nga reo
E rau rangatira ma
Tena koutou tena koutou tena koutou katoa

Ni sa bula vinaka
Namaste
Salam Aleikum

It is a pleasure to be with you this evening.

I arrived in Fiji on the 24th of February just over 8 months ago. On the 1st of March, just 5 days later, I had my first encounter with Leadership Fiji. This was for the 2018 programme launch and induction cocktail. Even though few would have known who this strange new guy was back in March, I like to think of myself as having been with the 2018 participants right at the beginning of your journey on this programme. And I am proud that the New Zealand High Commission has been a supporter of Leadership Fiji since the inception of this programme in 2002. Of course it is not only the High Commission. I would like to acknowledge and pay tribute to all those organisations that support both Leadership Fiji, and leadership development for their staff in general. As I have progressed in my own career, I have come to see leadership development as incredibly important. Leadership, as I am sure all of you know by now, is not the same as management. Competent performers go only so far in an organisation before they need to develop leadership skills in order to take their performance to the next level. With some 18 years in New Zealand’s Foreign Service behind me, four of which have been as an ambassador or high commissioner, having met with business leaders, ministers, prime ministers and presidents, I am convinced that leaders are made, not born. We can all be better versions of ourselves.

On this programme, I expect you have learned a lot about who you are.

Some of this might have been confronting. Your job title might make you a boss, but it does not make you a leader. Some of you may have found that you are not as good as you think you are. And others – perhaps all of you - may have discovered that you are more capable than you realised. Becoming a leader is not meant to be easy. It is uncomfortable. It is often lonely. Especially when it comes to the unsettling business of leading organisational change or – those dreaded words beginning with the letter “r” – “restructuring” and “redundancies” Learning and understanding your strengths and weaknesses – and doing so honestly – will help guide you in your personal development.

This is true during the programme, and it’s true beyond it. Building personal resilience is critical. It will help you weather those moments when you wonder, as I have occasionally, why you ever accepted the challenge of greater responsibility. Those moments when you wish you could trade places with the person who sweeps your floors, pumps your gas, fillets fish, or works in a nice, quiet, seemingly stress-free environment like a library. I don’t mean to diminish these professions – I’ve done all these jobs by the way while I was putting myself through university. But deep down, you keep going; you know that was never going to be what you really wanted – because we are all different. And you have learned to “dig deep” and get on with the tasks at hand with the support of your friends and your family, and the techniques we all develop to “keep calm and carry on” in that wonderfully British way of understating the effort that sometimes requires.

I know that your organisations would not have nominated you for this programme if they did not think you were ready, and that you had the potential to be leaders in your own organisations. And here you are today, at the end of your programme.

At moments like these, I recall my own first experience of leadership development.
Leadership Fiji l 2018 Annual Report

A leadership training provider, which had an existing relationship with the New Zealand Defence Force, had approached the Foreign Ministry to offer a place for one of their staff on a one week residential programme.

I was volunteered to be the guinea pig, because I was between assignments at the time, having just finished in the Office of the Minister of Foreign Affairs, and before I was posted to Egypt.

To be honest, I had not been very enthusiastic.

In fact, I had been downright cynical.

I wanted to learn new practical skills, but I had little interest in spending a week away from home and family.

I had visions of being made to sit in a circle, hold hands with my fellow course participants as we sung kumbaya together, learning a bunch of positive yet empty affirmations, and listening to a lot of cheerleading about leadership from strangers who did not understand my organisation.

But I surprised myself.

I learned more about what effective leadership means, about myself, and how to improve my own leadership qualities, in that one week than I had learned in the last decade relying on myself.

In looking through my old notes of this experience, I found some succinct words of wisdom to share with you.

Amongst my papers was a one-pager on “turning ‘good’ managers into ‘extraordinary’ leaders”.

This is 10 years old now, but it still strikes me as good advice:

You need to fix the 5 fatal flaws that consistently result in leadership failure:
1. An inability to learn from your mistakes
2. A lack of relationship building skills
3. A lack of openness to new ideas
4. A lack of accountability
5. A lack of initiative

Good leadership rests on five strong pillars:
1. Personal capability
2. A focus on results
3. An ability and willingness to lead change
4. Strong interpersonal skills
5. CHARACTER (and this is in capital letters) – integrity, building and acting with trust and credibility

There is a lot that can be said about these 5 poles, but I want to take a moment to focus on character.

It hasn’t always been trendy to speak of character, and there is likely no consensus over how you build it.

Organisations have tried to both enforce and encourage good character in their employees, through blunt instruments such as codes of conduct, and rather more positively through the adoption of organisational values.

The organisation that I work for – the New Zealand Ministry of Foreign Affairs and Trade – has, through an extensive consultative process with staff, adopted four values:
1. Impact – we achieve for New Zealand, every day, everywhere
2. Kotahitanga – we draw strength from our diversity
3. Courage – we do the right thing
4. Manaakitanga – we honour and respect others

During our heads of mission meeting in May this year, when all our ambassadors and high commissioners are brought home to meet with Ministry and other government leaders, I was asked to speak about what Manaakitanga means to me, personally.

I told a story that I had first heard in Sunday school, which has stuck with me all my life.

It is about a leader of a country – the King of the ancient kingdom of Judah - who faces the prospect of invasion by a foreign power, the Assyrian Empire.

His task is to prepare his people – this is surely one of the ultimate leadership challenges!

He asks his adviser, the Prophet Micah, whether he should rally his people through displays of pomp, ceremony and ritual.
Micah mildly rebukes the King, and tells him not to waste his time with such things.

Instead, he argues, the things that matter come down to three:
• To do justice;
• To love kindness;
• And to walk humbly.

This reminds me of a story I heard recently in Fiji that I also wanted to share with you.

It was advice given to some Police cadets as they graduated from their training and became ready to swear an oath as Police officers, and to begin a career of public service.

It was advice about how to eat a Pawpaw - It goes something like this.

A young boy was walking in the village with his father. His father found a pawpaw, gave it to his son, and told him to always start eating from one particular end of the pawpaw first. Why, asked the son? So you always eat the sweetest part of the pawpaw last, replied his father. That makes sense thought the boy, as he prepared to demolish the last bit of the pawpaw. But his father interrupted him and said, “my son, do you want to know the real reason why you leave the sweetest part of the pawpaw to the end?” “Why is that, dad?” “It’s because,” said his father, “if you come across someone from the village and they are hungry, you have the best part of the pawpaw to share with them.”

There is a book by Simon Sinek called “Leaders Eat Last”.

It is based on the premise that great leaders sacrifice their own comfort for the good of those in their care.

This builds trust and helps form great teams that will go the extra mile.

It breaks down the cynicism, paranoia and self-interest that can infect the workplace.

I would argue that what’s good for an organisation, is also good for society at large.

The leadership lessons you have learned over the last 8 months are not just for the workforce.

They are for whatever place in which you find yourself a leader.

Maybe it’s a sports team, a religious organisation, a cultural activity or volunteer work.

Maybe it’s simply in being a good citizen.

The book I recommended to you when I spoke with you a few months ago, “On Tyranny: Twenty Lessons from the Twentieth Century” by Yale Historian Timothy Snyder is actually full of character lessons.

He believes that the 20th Century has taught us that we should all do things such as:
• Take responsibility for the face of the world
• Remember professional ethics
• Believe in truth
• Contribute to good causes
• Be a patriot
• Be as courageous as you can

In other words: be a leader.

Nobody is asking you to become a politician.

Only to remind you that leadership doesn’t begin and end at the door to your office.

Becoming a better leader is something that you will do for the rest of your careers.

In fact, for the rest of your lives.

Challenge yourselves – in all aspects of your life - and be the best you can be.

I wish you all every success. And of course congratulations on your achievements.

Vinaka vakalevu, vakanuinui vinaka
2018 COMMUNITY PROJECTS

Father Law Home

Visit to Father Law Home and discussion with Sister Mere on needs of residents

Project Date: 18th August 2018
Activity: Donated bedding, cleaning & gardening supplies, personal hygiene items and hosted lunch for residents at the Home
Value of Project: $5,000.00 and 30 volunteer hours
Benefits:
- The residents of Father Law Home now have much needed bedding and the Home has new cleaning and gardening supplies, to be able to make living more comfortable for the residents
- Leadership Fiji 2018 has now formed a relationship with the Home and would like to work toward improving the situation of aged care facilities in Fiji

Mangrove Planting Project

After the Environment Session (26th June 2018) we were made aware of how much mangrove degradation there is in Fiji and the real need to reforest to combat the effects of sea level rise caused by climate change

Project Date: 29th September 2018
Activity: Planted 5,050 mangrove propagules and donated $435 toward Mangroves for Fiji research
Value of Project: $1,000 and 180 volunteer hours
Benefits:
- Reforestation of mangroves is a valuable marine ecosystem and critical to combating the effects of climate change in protecting our shoreline from sea level rise and absorbing carbon emissions
- Leadership Fiji 2018 contributed to mangrove reforestation and we are interested in continuing to volunteer through mangrove planting with Mangroves for Fiji

Dama District School Book Drive

By referral from Leadership Fiji 2003 participant, Laisa Bale, Dama District Primary School became beneficiaries of Leadership Fiji 2018’s book drive

Project Date: 19th September 2018
Activity: $1,000 worth of books, stationery, learning material and teachers’ aides, including a cash donation of $300 for student field trip to Labasa

Benefits:
- Leadership Fiji 2018 has identified Dama District School for our Fellows Project in 2019 providing an opportunity to connect our vision to our work to improve education in Fiji
- Upgrading of the Dama District Primary School library will allow the children of Dama to improve their literacy rates and foster lifelong learning and allow the school to become a repository for future support and donations
We were introduced to Analesi Tuicaumia, Director of Child Benefit Fiji and founder of Mobile Kindy, at the Education session (11 July 2018). Mobile Kindy provides free Early Childhood Education to disadvantaged communities in and around Suva.

**Mobile Kindy**

**Project Date:** 2nd October 2018  
**Activity:** Donated stationery and learning materials, storage containers, colouring books, charts, paints, disinfectant, hand towels, books and snacks  
**Value of project:** $1,000 and 100 volunteer hours  
**Benefits:**  
- Supporting Mobile Kindy means supporting a child’s physical, mental, emotional and social development and building strong foundations for lifelong learning  
- Leadership Fiji 2018 has formed a lasting relationship with Child Benefit Fiji and wish to continue to assist Mobile Kindy in 2019, as well as help with advocacy for the importance and benefits of quality Early Childhood Education in Fiji

**Clothes Drive**

Leadership Fiji 2018 visited St Giles during the Health Session on 8th Aug 2018. The clothes drive was an answer to an urgent need identified on our visit.

**Project Date:** 3rd October 2018  
**Activity:** Donated 15 boxes of pre-loved clothing to St Giles, 100% donation in kind from Leadership Fiji 2018 participants, and 30 volunteer hours.  
**Value of project:** $1,000 and 100 volunteer hours  
**Benefits:**  
The Health session and the visit to St Giles enhanced our knowledge of mental illness, depression and stress in Fiji and the importance of taking care of your physical and mental health as well as maintaining healthy relationships at work and at home.

Leadership Fiji 2018 organised this lunch and learn session as a fundraising activity.

**Lunch and Learn Session**

**Project Date:** 11th September 2018  
**Activity:** The session was on Using Emotional Intelligence to Strengthen Decision Making presented by Ms Arieta (Koila) Costello.  
**Benefits:**  
70 participants attended and $2,135 was raised. Also good awareness of the Leadership Fiji Program to the attendees and great networking opportunity.
2017 PARTICIPANTS

Esala Nasaroa  
Principal Internal Auditor  
Fiji Roads Authority

Fareesha Shah  
Manager  
Ernst & Young

Merea Tofiga Kumar  
Senior Licensed Customs Agent  
Williams & Gosling

Neel Nitin Kumar  
Key Control Testing Analyst  
ANZ Pacific Operations

Yogendra Gounder  
Team Leader, Brewing  
Paradise Beverages

Jean Whippy  
Sales Supervisor  
Motibhai Group

Raziya Saheem  
Registered Nurse  
MIOT Pacific

Ratu Joji Lewenilovo  
Consultant  
Self Employed

Rahul Prakash  
Commercial Finance Manager  
British American Tobacco

Viliame Waqalaivui  
Training Manager  
BSP Life

Tanuj Patel  
Owner, Operator  
Phoenix Foods T/A Eagle Boys Pizza

Niven Maharaj  
Resort Manager  
Plantation Island

Artika Prasad  
Senior Accountant – Audit Assurance & Business Advisory Services  
Aliz Pacific

Semi Turaga  
Journalist/News Presenter  
Communications Fiji Ltd

Cornelia Smith  
CRM Marketing Officer  
Fiji Gas Limited

Veilawa Rereiwasaliwa  
Head of Transformation & Deputy Head of Retail  
ANZ Bank
2017 COMMUNITY PROJECT

**LF2017 Fellowship Project, Koroipita** - LF2017 built a home at Koroipita that cost $16,708.88 and donated mattresses, construction helmets and tools. LF2017 also supported an applicant from Koroipita to the LF2019 program, Pravneil Chand. The group agreed to support Pravneil in the payment of 50% of his fees pending results of his LF scholarship application.

**Fatima Girl’s Hostel, Suva** - LF2017 purchased a refrigerator for the hostel at a cost of $4,000.

**Ratu Ilaisa Memorial School, Sigatoka** - The group invested $7,007 in the purchase of hardware and equipment for the school’s playground. The completed playground was handed over to the school and community on 12th January 2019.
2016 PARTICIPANTS

Angeline Christina Anthony
Branch Manager
ANZ Bank

Arishma Kumar
Operation Risk Compliance & Audit Manager
W & G

Christine Xueru Zhang
Manager, Audit Assurance
Ernst & Young

Iosa Vikari
Qualified Fire Fighter
NFA

James Pridgeon
General Manager
Uprising Resort

Jason Roneel Narayan
Director of Programs – Sargam
CFL

Jasween Bhan
Regional Fraud and Scheme Compliance Officer
Westpac

Jawahir Lal
Human Resources Manager
Suva City Council

Jitesh Jotika Prasad
Primary School Teacher
Ministry of Education

Leonard Chan
Manager Reconciliation and Reporting
BSP Bank

Meliki Talei Matakiabau
Business Accounts Manager
BSP Bank

Navin Raj
Executive Director
Fiji Institute of Accountants

Nilesh Sanjay Chand
Manager
Matibhai

Pretty Pritika
Principal Internal Auditor
FNPF

Priya Chand
Journalist
Islands Business

Rajesh Kumar
Sales Manager, West Motibhai
2016 COMMUNITY PROJECT

**Homes of Hope** - outdoor shelter for new school, picture library for 3-5 years age group and donation of toddler mattresses.

**Go Fiji Go Book** - assistance with photos and info, bring book to selected schools in Fiji.

**Sago Palms** - support for Sago plantation awareness, maintenance and financial literacy awareness for the villages we work with.
2015 PARTICIPANTS

Shivani Raman  
Sales Manager  
Motibhai

Mellony Inia  
Senior Personal Banker  
ANZ Bank

Gina Rawalai  
Reservations Manager  
Flight Coordinator  
Pacific Island Air

Unaisi Tagicakibau  
Monitoring & Evaluation Coordinator World Wide Fund for Nature

Priscilla Reddy  
Administration & Marketing Manager  
Pacific Training and Management

Veronika Naiwaqa  
Executive Secretary  
International Labour Organisation

Oripa Adicokocoko  
Planning & Customer Relations Officer  
Mark One Apparel

Renee Whippy  
Project Coordinator  
ITvTi (Subsidiary of Lyndhurst Limited)

Annie Kumkee-Chandra  
Sales Manager  
Williams & Goslings Limited

Leilani Kotobalavu  
Principal Economic Planning Officer  
Ministry of Fisheries and Forests

Saleshi Chand  
(MF) Director General Office  
Practice & Secretarial Services

Susan Vocea  
Senior Environment Engineer  
MWH Global – Fiji Branch

Ronald Prasad  
Accounts Supervisor  
Motibhai & Company Limited

Epeli Vakatawa  
Assistant Manager, Business Development  
Fiji Television Limited

Nitesh Chand  
General Manager Corporate  
Fiji Television Limited

Mosese Bogidrau  
Technical Officer  
Vatukoula Gold Mine Limited
2015 COMMUNITY PROJECT

**Sawani Kindergarten**  - donation of books, school supplies, toys, shoes.

**Saint Vincent De Paul**  - donation of stove and baking supplies and refurbishment of kitchen.

**Rukuruku district school**  - building of school playground.

**SPCA**  - donation of curtains.
2014 PARTICIPANTS

Ajay Bhan
Sales Manager
Motibhai & Company Ltd

Allyson Heritage-Vave
Business Analyst
ANZ Pacific Operations Limited

Alrina Ali
Business Development Manager
Telecom Fiji Limited

Anare Nakaunicina
Manager Procurement Services
BSP Life

Anareta Tawaqa
Training Manager
Bank of South Pacific

Ane Tabuya
Branch Manager
Westpac Banking Corporation

Benjamin Sikuri
Manager Finance - Financial Control
ANZ Pacific Regional Office

Dharmend Sharma
Head of Corporate Sales
Digicel (Fiji) Limited

Grace Varea
Manager Administration & Finance
Reproductive & Family Health

Jacinta Hesaie
Senior Economist - Domestic Activity and Forecasting
Reserve Bank of Fiji

Joseph Rao
Guest Experience Champion
Holiday Inn Suva

Lanieta Dabea
Senior Flight Attendant
Fiji Airways

Litea Lagilagi
Associate Project Manager
ANZ Pacific Operations Limited

Michelle Khan
Customer Service Consultant
Williams & Gosling Limited

Robert Pene
Tug Master
South Sea Towage Limited

Semaima Lagilagi
Administrator
FASANOC Women in Sports Commission
2014 COMMUNITY PROJECT

Hilton Special School - monetary contribution covering running costs for the children for 2 weeks.

Serua Island Financial Literacy Awareness - facilitated financial literacy awareness for the people of Serua Island through the promotion of savings, micro finance and planning for retirement. Partners for this event included Westpac Bank, the Fiji National Provident Fund (FNPF), National Centre for Small and Micro Enterprise Development (NCSMED), Elections Office, Fiji Volleyball Federation’s Sports Clinic and Reproductive & Family Health Association of Fiji (RFHAF).

Book Donations - distributed over 140 boxes or about 7000 donated library books to Serua Island, Burebasaga District School, Lami Primary School, Lami High School, Sawani Primary School (first books for their new library), Ratu Ravuama Primary School, Namataku District School, Vatumali, Women’s Prison - prompted the setup of a small library corner for inmates.

Financial Literacy & Small Business Training – Women's Prison - conducted financial literacy awareness and small business training for ten inmates at the Women's Prison in Suva.

Tamavua Village Hall - repainting of the Tamavua Village Hall in conjunction with the youth of Tamavua Village.

COMMUNITY PROJECTS DELIVERED IN 2015

Nabitu District School In partnership with Rotary Suva - catalogue and handover approx. 1,600 books for library and catalogue them for the school.

Women’s Prison, Suva - Handover of approx. 200 books to add to the small library started in October 2014 (200 books donated).

Tamavua Village Kindergarten - Supply art & craft supplies and books for kindergarten class, as a follow-up to the painting of the hall done in 2014.

West Based Kindergartens (Vitogo Village Kindergarten & Lovu HART Home) - Supply art & craft supplies and books for kindergarten class.

Nadi Dental Clinic In partnership with Rotaract Nadi - Scrub down clinic, prep for painting, paint, donation of a computer, curtains, cabinets.

Valelevu Health Centre In partnership with Mark One Apparel - Procure & install water tank with pump and piping to connect to the Hospital and also to staff quarters.

St Giles Hospital - Procurement of items listed by the hospital as priority needs.
2013 PARTICIPANTS

Amol Narayan  
Assistant Accountant  
Motibhai & Company Limited

Charlie Manuel  
Senior Loans Officer  
Sugarcane Growers Fund

Chinnamma Reddy  
Country Director  
Projects Abroad (UK) Limited

Cilia Pareti - Wilson  
Marketing Administration Assistant  
Wyndham Vacation Resort

Edward Yee  
Area Manager Business Banking Western & Northern Division  
Westpac Banking Corporation

Elena Rahiman  
Finance Officer  
Communications Fiji Limited

Esala Halafi  
Head of Operational Risk  
Bank of South Pacific

Isoa Wainiqolo  
Acting Senior Economist  
Reserve Bank of Fiji

Jitendra Prakash  
Field Sales Executive  
Post Fiji

Julianne Johansen  
Business Development Management Wines & Spirits  
Punjas Wines & Spirits

Kris Prasad  
Programme Support Officer  
Fiji Women’s Rights Movement

Kritika Kripal  
Brand Activation Manager  
Nestle (Fiji) Ltd

Lepani Makabuna  
Area Manager Business Banking - East  
Westpac Banking Corporation

Linesh Kumar  
Manager Information Technology  
Pleass Global Limited

Luisa Nakauciri  
Customer Services Manager  
BSP Life

Manueli Daurewa  
Senior Engineer  
TOTAL (Fiji) Limited
2013 COMMUNITY PROJECT

Leadership Fiji 2013 participants completed a Clothes & Book Drive for the Nadroga/Navosa Provincial Office (Cyclone Tomas affected areas) and Homes of Hope, Wailoku. As part of a visit to Bau Island, the group also donated supplies to Bau District School and made a monetary contribution to the Bau netball team. In keeping in line with their Vision to protect Fiji’s environment they spent a Saturday planting mangroves in Nasese near the children’s park. LF2013 also held a computer drive which enabled them to donate 11 computers to Lautoka Primary School and Shastri Memorial School in rural Ba. Their final group project for the year was a donation of supplies to the Little Ones Mobile Kindergarten at Savutalele Settlement, Tacirua.
2012 PARTICIPANTS

Ajay Kumar
Customs Supervisor
Williams & Gosling Ltd

Alex Elbourne
Legend FM Programs Director
Communications Fiji Limited

Anabel Ali
Manager Audit
Aliz Pacific

Anjini Buksh
Team Leader Regional International
Westpac Banking Corporation

Avaneesh Raman
Fiji Analyst
Fiji Financial Intelligence Unit (RBF)

Avinesh Prasad Sen
Sales Depot Supervisor and Exports Coordinator
British American Tobacco

Disusu Delana
Economist
Reserve Bank of Fiji

Hitesh Chandra
Senior Human Resources Officer
Vinod Patel & Co Limited

Jason Tutani
Park Manager - Sigatoka Sand Dunes National Park
National Trust of Fiji

Mavis Yuen
Human Resource Assistant Projects
Secretariat of the Pacific Community

Nowen Low
Manager Process
Simplicity and Projects
BSP Life

Palinda Kaitu'u
Realationship Manager
Commercial Banking
ANZ Group Banking Limited

Rajeshwar Raj
Acting Senior Health Inspector
Health Department - Nadi Town Council

Rajshree Baleisuva
General Manager
Fiji Cancer Society

Rakesh Roshan
Loans Officer
Administration
Sugar Cane Growers Fund

Ritesh Sharma
Purchasing & Warehouse Manager
Pleass Global Ltd
2012 COMMUNITY PROJECT

Save the Children Fiji
Leadership Fiji 2012 donated $1000.00 to Save the Children Fiji (SCF) to assist children in the Western Division who were affected by the floods. As part of their community initiative under the leadership program, the group held a work-a-thon at the Nasese foreshore and part of the funds raised were donated to provide assistance towards the free lunch program coordinated by SCF.

Habitat for Humanity
LF2012 partnered with Habitat for Humanity Fiji (HFHF) to build 2 houses for flood victims at Sovi Bay, Vatukarasa, near Sigatoka. The project was in line with the disaster recovery projects carried out by HFHF in areas affected by the flooding in March 2012. LF2012 spent a day at the site helping with painting and general construction work. They also donated helmets, hammers, gloves and other building materials to assist with the project which was donated to HFHF after the completion of the project. This was a great learning experience for emerging leaders and gave the group a better understanding of what it takes to deliver change in people’s lives via charity and community work.

Navatu Primary School, Rakiraki
LF2012 provided assistance to the school to access a regular supply of clean water by funding the connection from the borehole to the water tank. Previously the school faced constant water supply problems because of the dry season and shared water supply with the nearby village. LF2012 also donated library books and stationery to the school.

St. John’s Association’s Training Room
For about a month of ongoing preparation and maintenance, LF2012 successfully completed the renovation needs for the St John’s Associations Training room as part of their community work during the year. They revamped the training room by painting, and providing plumbing works, new curtains, book shelves, noticeboards, and whiteboards. This project allowed the revamp of facilities that provides first aid training and services to thousands of citizens from all walks of life since its inception.
2011 PARTICIPANTS

Amitesh Sharma  
Optical Dispenser  
Eyesite Optometrists

Apenisa Tuicakau  
Senior Economist  
Reserve Bank of Fiji

Camari Turagarua  
Manager  
BSP Life

Elenoa Dolodolotawake  
Supervisor – Human Resources  
Williams & Gosling Limited

Eleanor Tabakaucoro  
Acting Operations Manager  
Avis Fiji

Fehrial Afzal  
Foreign Exchange Dealer & Markets Advisor – Commodity & Sales  
ANZ Banking Group

Jeetesh Kumar  
Marketing Manager  
SCA Hygiene Australasia Limited

Joseph Howard  
Commercial Securities Officer  
Westpac

Maureen Nisha  
Reservations Supervisor  
Holiday Inn Suva

Mereia Rasiga  
President/Founder  
Mission Empowerment Solo West

Mohinesh Prasad  
Sales Executive Retail Central Eastern  
TOTAL (Fiji) Limited

Neera Lal  
Business Analyst International Operations, Westpac

Radhika Raj  
Assistant Manager  
KPMG

Rajnesh Kumar  
Primary Manufacturing & Engineering Manager  
British American Tobacco

Ronald Singh  
Accounts Supervisor – Nadi  
Motibhai Group of Companies

Ronil Singh  
Senior Engineer  
TOTAL (Fiji) Limited
Leadership Fiji 2011 participants assisted the Nadi Hospital by providing the maternity ward with linen as well as toiletries for new mothers. Additionally, the group assisted Treasure Home (Nadi) by providing food hampers. The group also refurbished the kitchen at St. Christopher’s Home as well as painted part of Homes of Hope.

To assist needy children, LF2011 sponsored two children under the Foundation for the Education of Needy Children (FENC) program and completed a shoe drive for Nokonoko Primary School in Sigatoka. In December 2011, the group organised a very successful Teen Leadership Camp for 60 teenagers.
2010 Participants

**Apenisa Seniloli**  
Head of Electronic Banking Services  
ANZ Bank

**Andrew Van Willies**  
Manager Balance Sheet & FX trading  
ANZ Bank

**Sanjay Kumar**  
Team Leader Insurances/Claims  
Motibhai & Company Limited

**Mele Marafono**  
Head of Banking Operation  
Bank South Pacific

**Priyanka Damodran**  
Management Admin Officer  
TOTAL (Fiji) Limited

**Nirenjeev Nishant Kumar**  
Manager Balance Sheet & Officer-in-Charge  
Central Share Registry Ltd- South Pacific Stock Exchange Ltd

**Asha Ali**  
Branch Manager  
ANZ Bank

**Angeleena Pala**  
Analyst  
Asian Development Bank

**Devend Ram**  
Manager Logistics & Marketing  
Niranjan Autoport Limited

**Ropate Daucakacaka Pareti**  
National Fire Authority

**Shainesh Vikash Lal**  
Sugar Cane Growers Fund

**Amelia Rigsby**  
FM96 Program Director & FM96 Mid Morning Show Host  
Communications Fiji Ltd

**Joseph Magnus**  
Senior Relationship Manager, Signature Priority Banking  
ANZ Bank

**Kamlesh Kumar**  
Fire Officer  
National Fire Authority

**Atelina Muavono**  
Head of Human Resources – Insurance  
BSP Life

**Vijayeeta Raj**  
Brands Executive  
British American Tobacco
As part of their vision to Ensure Prosperity and Equality for all People, LF2010 have faithfully continued with their 5 year commitment to Hilton Special School where they will ‘Sponsor a Child’ to ensure one child at the school gets the education they need and deserve. In March, 2011 they group donated $800.00 to the school. In July they completed a Clothes and Craft Drive for St. Giles Hospital consisting of eight bags of clothes and art supplies. Later in the year, the group also donated potting soil and seeds.

To contribute to a Sustainable Economy through Care for the Environment, LF2010 embarked on their project to plant 50,000 new mangroves by 2020. This is an on-going yearly project directly benefitting villages that use the sea as their source of livelihood. In 2011, they planted 5,000 new seedlings at Muaivuso Village with volunteers from BSP and youth groups as well as friends of LF2010. LF2010 would like to acknowledge the contribution of BSP who donated $1,000.00 worth of planting equipment.

LF2010 also helped to plant 2,500 bundles of Vetiver grass at the Homes of Hope in Wailoku.

The group also received a request from the Ministry of Health to help fund the Jaipur Foot Project which directly assists amputees by giving them prosthetic limbs to improve their quality of life. LF2010 have so far raised $2,000.00 for the project and will continue to fundraise for the refurbishment of the fitting center.
2009 PARTICIPANTS

Aisake Mario Mausio
Manager Process Efficiency & Dev.
Westpac Suva

Amanda Smith

Bill Lockwood
Credit Controller
Williams and Gosling Ltd,

Laisiasa Dave
Creative Director
Communications Fiji Ltd

Deepika Devi
British American Tobacco

Elizabeth Maki
Sales & Marketing Manager
Williams & Gosling Limited

Faiyum Ali
Manager & Compliance
LTA - North

Gokul Naidu
Operations Manager
Datec Fiji Ltd

Ilaitia Tuinamoala
Head of Internal Audit
Colonial Fiji Group Limited

Jason Li

Jese Tikomailepanoni
DY Manager Customer Services
TOTAL (Fiji) Limited

Jone Tupou Nawaikula
Governance Officer
Foundation for Rural Integrated Enterprises N Development (FRIEND)

Lailanie Burnes
WorldMark Wyndham

Losana T Ah Yuk
Operations Assistant
Asian Development Bank

The Late Mili Naivanawalu
ANZ Bank

Mohammed Alfaaz Latif
Manager Regional Applications Services
WESTPAC Banking Corp – Pacific Banking
LF2009 along with some key contacts in the US (Dr. Hendricks of the Loloma Foundation) managed to secure 10 Wheel-Chairs and books for donations around the country. The books were delivered to several schools on Viti Levu (Tailevu, Nadroga and Suva) and an island primary school in Lomaiviti. The wheelchairs were donated to various organizations and individuals including CWMH, Lautoka Old Peoples Home (LOPH), Samabula Old Peoples Home (SOPH). The delivery of these wheelchairs and books were made possible with the assistance of W&G.

Samabula Old Peoples’ Home (SOPH) Campaign Phase I of the SOPH Campaign focused on a clean-up drive. Phase II included the installation of 2 hot water systems for the Male & Female bathrooms and the repainting of the kitchen with paints sponsored by Resene Paints. Phase III included the provision of needed food trolleys for SOPH.

During a visit to the Naboro Prison complex, a book drive was organized. In partnership with Wyndham Resort, LF2009 presented Lautoka Old People’s Home with new blankets and wheelchairs from the Wheel-Chair Drive. The Sujit Foundation program sought assistance for LF2009 to help prepare a home for Sujit and this was provided. LF2009 also has a member sitting on the board.

Fijineighbours.com is a community development program first introduced to a community in Caubati. This program focuses on community-interaction by way of development programs and also focuses on community security.

When part of the Dilkusha Girls hostel burnt, LF09 fundraised to help rebuild the hostel. LF2009 also supports the Dilkusha Girls hostel on an annual basis by way of providing food supplies. Part of the Dilkusha support includes an initiative brought up by an LF09 member to mentor teenagers. A pilot program was introduced in 2010 with a youth at the Dilkusha Hostel.

LF2009 fundraised and donated to the efforts for rebuilding Samoa following the Tsunami. In partnership with FENC Fiji LF2009 obtained sponsors for 10 students for their education. Located about four kilometers from the main Kings Highway, Tavua Andra Primary School was built in 1965 and caters for approximately 105 students who have been using pit toilets since its inception. With the assistance of Wyndham Resorts a block of flush toilets was completed in 2010.

Leadership Fiji 2009 Graduates embarked on collecting 1000 story books for Vatuvonu Primary School in the North which is situated in the Bay of Buca, Cakaudrove.

Suva Special School was in need of a 3A Photocopier (approx. $7k) for the schools activities LF2009 assisted and fundraised and partnered with Datec (Fiji) Limited to see this initiative through.

LF2009 have also embarked on expanding their horizons by seeking self-development by working with other organization to grow their leadership knowledge. Today, LF2009 has members represented in boards such as TPAF, Senior Citizens Home (SOPH), Fiji Environmental Association, Sujit Foundation, Bible Society of Fiji & FENC Fiji.
2008 PARTICIPANTS

**Ashita Lin**  
Admin / Credit Manager  
Williams and Gosling Ltd

**Cathy Wong**  
Director  
Suva Physio Centre

**Elvin Lal**  
Management Accountant  
Solander Pacific Limited

**Epeli Racule**  
Operational Risk Officer  
Westpac

**Gitesh Nair**  
Compliance and AML Officer  
ANZ

**Ida Buksh**  
Rooms Division Manager  
Holiday Inn

**Isireli Dausiga**  
Chief Prison Officer  
Fiji Prisons

**Jainine Penjueli**  
Marketing Manager  
Westpac

**Jignesh Pala**  
Associate Director  
Kontiki Capital Limited

**Kavekini Digitaki**  
Staff Officer Operations  
Fiji Prisons

**Lisa Pene**  
Assistant Manager  
Business Financial Services  
ANZ

**Melvin Houng Lee**  
Team Leader EBS Support  
ANZ

**Nilesh Kumar**  
Project Manager  
ANZ Pacific Operations

**Pauline Kostatino**  
Project Manager Transformation  
ANZ Pacific Operations

**Praveen Maharaj**  
Senior Lecturer, Pharmacy  
Fiji National University

**Romana Andrews**  
Manager Packing & Removals Dept  
Williams and Gosling Ltd
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Roneel Lal
News Reporter
Communications Fiji Limited

Rupeni Silimaibau
Head, Strategic Business Development
The Digital Group

Seci Taleniwase
Manager – Exports
Proceeds Monitoring
Reserve Bank of Fiji

Sharun Ali
Manager Quality & Compliance
Air Pacific

Shusendra Singh
Supply Chain Manager
British American Tobacco

Subrina Hanif
Board Secretary
Reserve Bank of Fiji

Sunil Prasad
Assistant Manager Tax Division
KPMG

Teerath Shandil
Management Accountant
Solomon Telekom Company Limited

Veniana Tukana
Baby Joshua gets Another Chance at Life
Baby Joshua (who lives with his mum – Laisa, at Homes of Hope – centre for single mums to help them get back on their feet), was born with talipes equino varus, or club feet. This is a severe physical deformity of both feet and will require series of extensive operations and physiotherapy. These operations were not possible in Fiji and Baby Joshua needed to have to go to Hawaii for the beginning of his many operations. The group managed to raise $3,000.00 which went towards his second and subsequent operations.

Early Childhood Centres
LF 2008 teamed up with Save the Children Fund Fiji (SCF) and the communities in establishing kindergarten centres around Fiji. The Early Childhood Education program was developed in 2002. It has progressed from humble beginnings of having a mobile play group which travelled around to various communities offering education/play to the children of the communities; to now establishing permanent kindergarten/play centres in various communities around Fiji.

Seven (7) centres were identified by SCF. The communities had to be part of these projects as they owned the project and they were responsible for the long term viability of the project.

The team was able to establish all 7 kindergartens in Wainadoi Settlement; Lokia Community (Nausori); Kalokolevu Village; Natua Settlement (Labasa); Saivou Settlement (Labasa); Yaudiga Settlement (Labasa) and Matawalu Village (Lautoka). Each kindergarten was supplied with learning and educational toys, teaching aids/equipment like easels, chalk, plasticine, books, blackboards, storage equipment.
2007 Participants

Amelia Sawau  
Manager Consumer Credit Control  
Westpac Banking Corporation

Anish Lal  
Food and Beverage Manager  
JJ’s on the Park

Ateca Ledua Toganivalu  
Team Leader Administration Communications Fiji Limited

Darlene Viliame  
Money Market Dealer  
ANZ Bank

Henry Kan  
Balance Sheet Manager  
Westpac Banking Corporation

Joeli Naivolaisiga  
Operations Dept, Suva National Fire Authority

Keshni Krishna  
Resort Accountant  
Wyndham Vacation Resort

Murgessan Pillay  
Financial Controller  
Finance Division  
BSP

Nacanieli Bakeidaku  
Structural Fire Safety Dept, Lautoka

Niraj Bharti  
Fiji TV

Petaita Tuimanu

Racule Keteca  
Relationship Manager Commercial  
ANZ

Radhika Murti

Rakesh Khanna

Rajendra Sheromani  
Acting Laboratory Superintendent, Labasa  
Ministry of Health

Ravinesh Deo  
Business Analyst  
ANZ Pacific Operations
Rick Eyre  
Commercial Manager  
West Williams & Gosling Ltd

Rowena Erasito  
Senior Manager Human Resources  
Reserve Bank Fiji

Shirof Khan  
Head of Project Office  
BSP

Tevita Yasawa  


Tinai Colawai  
People Capital  
ANZ, PNG

Tini Finiasi  
Team Leader Settlement & Reconciliation  
ANZ Pacific Operations

Vanessa Kilner  
Group Manager Marketing & Public Relations  
Telecom Fiji Limited

Vijay Narayan  
Assistant Project Analyst  
Asian Development Bank

Winston Penjueli  
Vodafone Fiji
2007 COMMUNITY PROJECT

Vision Fiji
President Ratu Epeli Nailatikau presented 10 awards to young people at the inaugural Fiji Children’s Award on Saturday Nov 20th, 2010. These 10 young people had shown exemplary achievements in various areas of their lives despite their personal circumstances. Recipients are between the ages of 6 and 17 years and received $500 to assist in their school expenses.

Book Donation to Naboro Maximum Prison
In an effort to assist prisoners the group donated 13 cartons of reading books and magazines for the prison’s library.

Smoke House for National Fire Authority of Fiji Northern Division
After seeing the great need for fire safety in our communities after the loss of lives in fires in 2007, the group decided to assist the NFA in fundraising for a smoke house which assisted the NFA in their awareness campaigns. The smoke house costed $22,000 was sponsored by the ANZ, Westpac Bank, Wyndham Resort, Sangeeta Maharaj and Leadership Fiji 2007.

Blood Drive
Organised by the group, more than 60 businesses and the general public turned up to donate blood to the Fiji Blood Bank. The event resulted in 41 pints of blood being donated.
2006 PARTICIPANTS

Jone Vukimoala
Jayshween Kumar
Rakesh Lal
Liliana Pareti

Jone Vukimoala
Jayshween Kumar
Rakesh Lal
Liliana Pareti

Project Manager
Reengineering
ANZ Pacific Operations

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2006 COMMUNITY PROJECT

Mental Health St Giles Awareness & AusAid Funding for a Vehicle
On 28 January 2010, AusAID presented a new vehicle to the Ministry of Health’s Community Mental Health Outreach Program for use in the Community Mental Health Outreach program at St. Giles Hospital. The vehicle helped the outreach program in its efforts to assist people living with mental health issues and to increase greater community understanding and acceptance of people living with mental illness.

LF 2006 in close partnership with the Psychiatric Survivors Association (PSA) published a collection of poems and stories of survivors of mental illness. This book, titled “Fright or Light” was launched in 2008 as part of a public awareness campaign on World Mental Health Day to assist in breaking down the stigma associated with mental illness. Feedback received from members of the public, health workers and the PSA has been overwhelming positive.
2005 PARTICIPANTS

Aliti Kiji Bavou
David Toganivalu
Anand Kumar
Deepika Lodhia

Anare Manulevu
Dinesh Chand
Dr Bainato Korojiuta
Grace King

Anand Kumar
Dinesh Chand
Dr Bainato Korojiuta
Grace King

Jodiann Smith Ali
Sarita Harish
Merelita Isimeli
Salome Buadromo

Aliti Kiji Bavou
Solicitor
BSP Life

Anare Manulevu
Senior Manager, Audit
KPMG

Dinesh Chand
Systems Engineer
NEC Australia

Dr Bainato Korojiuta
Division Dental Officer
Ministry of Health

Grace King
Finance, Administrator and Control Officer
Asia Development Bank
Mildred Wade  
Sales Executive  
Yellow Pages

Savenaca Ralagi  
Manager PR and Customer Service  
Post Fiji Limited

Rameshwaran Nair

Semi Leweniqila  
Principal Leweniqila Baristers and Solicitors

Sharvind Kumar  
Manager Imports / IT Support (West)  
Williams and Gosling Ltd

Tevita Mau  
Manager  
Post Fiji Limited

Sharyne Fong  
Executive Manager  
BSP

Umesh Prasad  
Manager Finance & Planning  
Fiji Rugby Union

Timoci Motokula

Yengteshwar Naidu
Friends of Hilton
Frank Hilton inspired the group when he spoke to them at a Poverty Session in 2005 and when asked the question “if there was one thing you would want to do, what would it be?” His response was “there was an urgent need to implement an early intervention training program of families and caregivers of children with disabilities.”

The LF 2005 group hosted the Red October Charity Dinner in 2005 as its community project and from the little $26,000 initially raised the CAL training program commenced in May 2006. Friends of Hilton was founded to support the CAL training program and in July 2006 introduced Fiji’s Greatest Charity Golf Challenge together with the Spastic Centre of Australia and the National Golf Association of Fiji... an event which continues to this day.

Friends of Hilton, whilst founded by the LF 2005 year group, now includes other like minded individuals who have the same passion and interest to create awareness on special abilities and help raise funds through this worthy cause. Since its inception Friends of Hilton has raised nearly $200,000.00.

Since May 2006, the CAL Program has changed many lives and created a platform for the future development of disability services in the Fiji Islands. To date:

- 38 people have been trained as community disability workers
- 15 have completed the ‘Train the Trainer’ module
- 9 addition trainees participated in modules 1–5
- Over 520 children and adults have received an individual appointment and referrals made to either physiotherapists, Health Sister and Medical Doctor, Project Heaven and Eye Department and Social Welfare departments
- 29 children and adults have received specially fitted wheelchairs and other equipment

Friends of Hilton was a nominee for the 2009 Fiji Times Pride of Fiji Awards and also won the Inaugural Leadership Fiji Most Outstanding Community Project in 2010.
2004 PARTICIPANTS

Atunaisa Siwatibau
Partner
Siwatibau and Sloan

Fereti Atalifo
USP

Joseph Kumar
Business Banking Manager
Westpac

Ravendra Achari
Finance Manager
Williams and Gosling Ltd

Dr Salanieta Saketa
Permanent Secretary for Health

Ashwin Lal
Quality Assurance and Process Improvement Manager
British American Tobacco, Samoa

Melaniani Gavidi
Senior Education Officer
Ministry of Education

Asishna Prasad

Nilesh Patel
Owner
Neal’s Trading

Radika S. Karunaratne
Manager Customer Insights & Analysis
Telecom Fiji

Anna Padarath
Fiji Women’s Rights Movement

Inoke Bainimarama
Head of Marketing,
Pacific Marketing ANZ

Praveen Singh

Peni Tora
Senior Manager
Ernest and Young Chartered Accountants

Malti Kumar

Kitione Nadaro
Nemani Ligadua
Assistant Superintendent

Satya Nand
Programmes Director

Shamim Khan
Manager International Help Services
ANZ Pacific Operations
PNG

Unise Cawaru
Management Accountant
SPC

Anthony Tavutavuvanua

Viliame Bulewa

Ian Lee
2003 PARTICIPANTS

David Dudley  
Manager Corporate Banking  
ANZ

Jinesh Patel  
Sales & Marketing Executive  
Motibhai Group

Eddie Yuen  
Shipping and Commercial Manager  
Williams and Gosling Ltd

Jone Vuli  
Manager Credit  
Westpac Tonga

The Late Ratu Epeli Vuetibau

Kiran Singh

Frances Loga  
Manager Human Resources  
Telecom Fiji

Laisa Bale

Isiromi Bayameyame  
Chief Executive Officer  
Yasana Holdings

Marcus Hill  
Photographer  
Islands Development

Pita Bulamainaivula

Thelma Savua  
Corporate & Regulatory Affairs - Projects Manager  
BAT NZ

Ritesh Patel  
Chief Information Officer  
Office Brands

Vijay Narayan  
News Director  
Communications Fiji Limited

Seremaia Turoga  
Principal Valuer  
Agriculture Land Tribunal Department

Vikash Singh  
Area Regulatory Affairs Manager  
Australasia
Shalini Singh  
General Manager/Director  
Opporta Sylvia Park Restaurant

Willie Kwong  
Principal Auditor - Team Leader Large Int  
Fiji Revenue & Customs Authority

Tarai Kamikamica  
Corporate Services Manager

Terence Low  
Chief Executive Officer  
ANZ, Kiribati
2002 PARTICIPANTS

Arshad Daud
Manager Director
Midlink Marketing

Jiuta Wakolo
Manager Planning
Telecom Fiji

Autiko Loulou
Programme Director
Viti Fm

The Late Malakai
Veisamasama

Eseta
Nadakuitavuki
Retail Area Manager
East
Westpac

Marica Hallacy
Senior Associate
Vakaloloma & Associate

Filimoni Vosarogo
Sales Representative
BSP

Mohammed
Maqbool

Ivan Fong
Manager - Interconnect
& Regulatory
Telecom Fiji

Meli Nacuva
Operations Manager
Motibhai Group

Timoci
Tavanavanua
MBA Student

Ritesh Singh
Head of Operations
Pacific & Business
Manager
ANZ Pacific Operations

Virisila Buadromo
Fiji Women’s Rights
Movement
Executive Director

Salote
Ulunaceva
General Manager
Business Sales

Vineeta Nand
Political & Communication
Advisor British High Commission
Sanjay Maharaj
Administrator
Sigatoka
Lautoka Town Council

Waisea Tuidraki
Satendra Kumar
Sophie Foster
Operations Manager
Motibhai Group

Navi Sovalawa
Senior Properties Officer
Westpac
ACKNOWLEDGEMENT

The Leadership Fiji Management Board would like to acknowledge the efforts of all the presenters who gave their time to address the participants during the various sessions. Their contribution to the program has been invaluable and without their support, the program would not have achieved the obvious success it has.

During the year, a number of organizations assisted by providing facilities and other services. The Board would like to extend its appreciation to all those friends of the program listed below:

<table>
<thead>
<tr>
<th>ANZ</th>
<th>Holiday Inn Suva</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank South Pacific</td>
<td>Port Denarau Marina</td>
</tr>
<tr>
<td>BSP Life</td>
<td>Wyndham Resort, Denarau</td>
</tr>
<tr>
<td>Westpac Banking Corporation</td>
<td>FSC Lautoka Sugar Mill</td>
</tr>
<tr>
<td>Reserve Bank of Fiji</td>
<td>Yatule Resort</td>
</tr>
<tr>
<td>Communications Fiji Limited</td>
<td>Plantation island resort</td>
</tr>
<tr>
<td>Fiji TV</td>
<td>Daku Resort</td>
</tr>
<tr>
<td>The Fiji Times</td>
<td>Fiji Museum</td>
</tr>
<tr>
<td>Fiji Broadcasting Corporation</td>
<td>Commercial Honey Supplies</td>
</tr>
<tr>
<td>Williams &amp; Goslings Limited</td>
<td>Southern Solutions</td>
</tr>
<tr>
<td>British American Tobacco</td>
<td>Devesh and Bharos Farm</td>
</tr>
<tr>
<td>Fiji Corrections Service</td>
<td>Vuda Piggery</td>
</tr>
<tr>
<td>Mark One Apparel</td>
<td>Korova Village</td>
</tr>
<tr>
<td>Government Agricultural Research Station</td>
<td>Patterson Shipping</td>
</tr>
<tr>
<td>People’s Community Network</td>
<td>Cacao Fiji Farm</td>
</tr>
<tr>
<td>Hilton Special School</td>
<td>J Hunter Pearls</td>
</tr>
<tr>
<td>Koroipita Community, Lautoka</td>
<td>Kula Palms Fiji</td>
</tr>
<tr>
<td>Tavua Town Council</td>
<td>Vunidogoloa Settlement</td>
</tr>
<tr>
<td>FRIEND Fiji</td>
<td>Shane Bower</td>
</tr>
<tr>
<td>Vatukoula Gold Mines Limited</td>
<td>Office of the Commissioner Northern</td>
</tr>
<tr>
<td>National Fire Authority</td>
<td>Parliament of Fiji</td>
</tr>
<tr>
<td>Labasa Farm Fresh</td>
<td>Nawi Island</td>
</tr>
<tr>
<td></td>
<td>Grand Eastern Hotel</td>
</tr>
</tbody>
</table>

The Board would also like to acknowledge the support from the spouses and families of all the executives and participants of Leadership Fiji as well as the unwavering support from the Leadership Fiji Alumni Executive Committee and alumni members.
FINANCIAL STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2018
CONTENTS

PAGE 1 Company Directory

2 & 3 Directors’ Report

4 Statement by Directors

5 & 6 Auditor’s Report

7 Statement of Comprehensive Income

8 Statement of Changes in Accumulated Fund

9 Statement of Financial Position

10 Statement of Cash Flows

11 & 14 Notes to Financial Statements
LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and Not Having A Share Capital)

COMPANY DIRECTORY
FOR THE YEAR ENDED 31 DECEMBER 2018

NATURE OF BUSINESS
To educate, provide training, networking and to enhance and promote future leaders in Fiji.

REGISTERED OFFICE
231 Waimanu Rd Suva

BOARD OF DIRECTORS
William Holmes Parkinson
Sharyne Fong
Fatima Sufi Dean
Nancy Tikoisuva Loaloa
Ilaitia Moliciri Tuinamoala
Avaneesh Anand Raman

SECRETARY TO THE BOARD
Gabriella Wong

BOARD OF MEMBERS
Tupou Halofaki
Viliame Waqalaivi

HONORARY AUDITORS
PFK aliz pacific
Chartered Accountants & Business Advisors
Suva

BANKERS
Bank of South Pacific
BSP Life Centre
Suva

HEAD OFFICE
231 Waimanu Road
Suva
DIRECTOR’S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2018

PRINCIPAL ACTIVITIES
The principal activities of the Company in the course of the financial year is to educate, provide training, networking and to enhance and promote future leaders in Fiji.

RESULTS

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Income</td>
<td>229,963</td>
<td>187,666</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>217,777</td>
<td>177,623</td>
</tr>
<tr>
<td>Net Surplus for the year</td>
<td>12,176</td>
<td>10,043</td>
</tr>
</tbody>
</table>

BAD AND DOUBTFUL DEBTS

Prior to the completion of the Company’s accounts, the Directors took reasonable steps to ascertain that action has been taken in relation to writing off bad debts and the making of provision for doubtful debts. In the opinion of the Directors, adequate provision has been made for doubtful debts.

As at the date of this report the Directors are not aware of any circumstances which would render the amount written off for bad debts, or the provision for doubtful debts in the Company inadequate to any substantial extent.

CURRENT ASSETS

Prior to the completion of the financial statements of the Company the Directors took reasonable steps to ascertain whether any current assets were likely to realise in the ordinary course of the business their values as shown in the accounting records of the Company. Where necessary, these assets have been written down or adequate provision has been made to bring the values of such assets to an amount they are expected to realise.

As at the date of this report the Directors are not aware of any circumstances which would render the values attributed to the current assets in the Company’s financial statements misleading.

SIGNIFICANT CHANGES IN THE OPERATIONS

There were no significant changes in the operations of the Company during the financial year.

SUBSEQUENT EVENTS

No matter or circumstance has arisen since the end of the financial year that has significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in financial years subsequent to the financial year.

RELATED PARTY TRANSACTION

In the opinion of the Directors all related party transaction have been adequately recorded in the books of the Company.
LEADERSHIP FIJI LIMITED  
(A Company Limited by Guarantee, and Not Having A Share Capital)

DIRECTOR’S REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2018

OTHER CIRCUMSTANCES

At the date of this report, the Director is not aware of any circumstances not otherwise dealt with in this report or accounts which would render any amounts stated in the accounts misleading.

UNUSUAL TRANSACTION

The results of the Company’s operations during the financial year have not in the opinion of the Directors been substantially affected by any item, transaction or event of a material and unusual nature other than those disclosed in the financial statements.

Signed for and on behalf of the Board and in accordance with a resolution of the Directors

Dated at Suva this 12/6 day of June 2019.

Director

Director
In accordance with a resolution and in the opinion of the Directors of LEADERSHIP FIJI LIMITED, we state that:-

(a) the accompanying Statement of Comprehensive Income is drawn up so as to give a true and fair view of the loss of the Company for the year ended 31 December 2018;

(b) the accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the Company as at 31 December 2018;

(c) the accompanying Statement of Cash Flow is drawn up so as to give a true and fair view of the cash flow of the Company for the year ended 31 December 2018;

(d) at the date of this Statement there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due;

(e) The Financial Statements have been made out in accordance with applicable Accounting Standards and the Companies Act, 2015.

Signed for and on behalf of the Board and in accordance with a resolution of the Directors

Dated at Suva, this 13th day of June 2019.

Director

Dated at Suva, this 13th day of June 2019.

Director
INDEPENDENT AUDITOR’S REPORT

To the Management of Leadership Fiji Limited

Report on the Audit of the Financial Statements

Qualified Opinion

We have audited the financial statements of Leadership Fiji Limited, which comprise the statement of financial position as at 31 December 2017, and the statement of income and expenditure, statement of changes in accumulated funds, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects on the financial statements of such adjustments, if any, as might have been required in relation to the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements give a true and fair view of the financial position of Leadership Fiji Limited as at 31 December 2017, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis for Qualified Opinion

1. In common with entities of a similar nature, control over income from certain sources prior to it being recorded in the books of account is limited, and there are no practical audit procedures to determine the effect of this limited control. As an audit procedure, it is not practicable to extend our examination of the receipts beyond the accounting for amounts received as shown by the books and records of Leadership Fiji Limited.

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of the Management for the Financial Statements

The Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and for such internal control as the Management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Management are responsible for assessing the entity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Management either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so. The Management are responsible for overseeing the entity’s financial reporting process.

Auditor’s Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.
As part of an audit in accordance with ISA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.

- Conclude on the appropriateness of the Management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity’s ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

[Signature]
allpacific
CHARTERED ACCOUNTANTS

Date: 13 June 2019

Suva, Fiji.

Suresh Sharma
Registered Auditor
(Under the Companies Act, 2015)
## LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and Not Having A Share Capital)

### STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$FJ</td>
<td>$FJ</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sponsorship - Cash</td>
<td>11</td>
<td>130,000</td>
<td>63,000</td>
</tr>
<tr>
<td>Sponsorship - In Kind</td>
<td>12</td>
<td>44,600</td>
<td>46,600</td>
</tr>
<tr>
<td>Event Sales</td>
<td></td>
<td>800</td>
<td>455</td>
</tr>
<tr>
<td>Participants Fees &amp; Graduation Dinner</td>
<td></td>
<td>53,890</td>
<td>52,775</td>
</tr>
<tr>
<td>Proceeds - Leadership Fiji Annual Signature Event</td>
<td></td>
<td>100</td>
<td>4,723</td>
</tr>
<tr>
<td>Other Income</td>
<td>14</td>
<td>563</td>
<td>113</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td></td>
<td>229,953</td>
<td>187,666</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodation</td>
<td></td>
<td>40,977</td>
<td>27,345</td>
</tr>
<tr>
<td>Advertisement</td>
<td></td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Bad Debts</td>
<td></td>
<td>25</td>
<td>-</td>
</tr>
<tr>
<td>Bank Fee</td>
<td></td>
<td>163</td>
<td>207</td>
</tr>
<tr>
<td>Catering</td>
<td></td>
<td>37,038</td>
<td>39,935</td>
</tr>
<tr>
<td>Communication &amp; Internet</td>
<td></td>
<td>13,100</td>
<td>13,100</td>
</tr>
<tr>
<td>Depreciation</td>
<td>13</td>
<td>-</td>
<td>(4)</td>
</tr>
<tr>
<td>Donations</td>
<td></td>
<td>4,823</td>
<td>-</td>
</tr>
<tr>
<td>Doubtful Debts</td>
<td></td>
<td>-</td>
<td>1,275</td>
</tr>
<tr>
<td>Event Costs</td>
<td></td>
<td>2,030</td>
<td>4,072</td>
</tr>
<tr>
<td>Leadership Training Cost - Direct</td>
<td></td>
<td>3,864</td>
<td>3,686</td>
</tr>
<tr>
<td>Office Cost</td>
<td></td>
<td>898</td>
<td>822</td>
</tr>
<tr>
<td>Printing &amp; Graphic Design</td>
<td></td>
<td>10,110</td>
<td>7,300</td>
</tr>
<tr>
<td>Professional Fees - Audit &amp; Accounting Fees</td>
<td></td>
<td>9,750</td>
<td>5,000</td>
</tr>
<tr>
<td>Professional Fees - Consultant Costs</td>
<td></td>
<td>29,715</td>
<td>37,926</td>
</tr>
<tr>
<td>Rent</td>
<td></td>
<td>2,000</td>
<td>-</td>
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<tr>
<td>Superannuation</td>
<td></td>
<td>2,033</td>
<td>-</td>
</tr>
<tr>
<td>Telephone</td>
<td></td>
<td>50</td>
<td>25</td>
</tr>
<tr>
<td>Transport Hire</td>
<td></td>
<td>19,272</td>
<td>19,934</td>
</tr>
<tr>
<td>Venue Hire</td>
<td></td>
<td>7,423</td>
<td>2,000</td>
</tr>
<tr>
<td>Wages and Salaries</td>
<td></td>
<td>19,526</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td></td>
<td>217,777</td>
<td>177,623</td>
</tr>
<tr>
<td><strong>Net Surplus of Income over Expenditure</strong></td>
<td></td>
<td>12,176</td>
<td>10,043</td>
</tr>
<tr>
<td><strong>Other Comprehensive Income</strong></td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Comprehensive Income for the Year</strong></td>
<td></td>
<td>12,176</td>
<td>10,043</td>
</tr>
</tbody>
</table>

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.
# LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

## STATEMENT OF CHANGES IN ACCUMULATED FUNDS

FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>Accumulated Funds $FJ</th>
<th>Total $FJ</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 31 December 2016</td>
<td>14,481</td>
<td>14,481</td>
</tr>
<tr>
<td>Net Surplus for the year</td>
<td>10,043</td>
<td>10,043</td>
</tr>
<tr>
<td>Balance at 31 December 2017</td>
<td>24,524</td>
<td>24,524</td>
</tr>
<tr>
<td>Net Surplus for the year</td>
<td>12,176</td>
<td>12,176</td>
</tr>
<tr>
<td>Balance at 31 December 2018</td>
<td>36,700</td>
<td>36,700</td>
</tr>
</tbody>
</table>

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.
# LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and Not Having A Share Capital)

## STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Notes</th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$FJ</td>
<td>$FJ</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalent</td>
<td>5</td>
<td>61,195</td>
</tr>
<tr>
<td>Trade &amp; Other Receivables</td>
<td>6 &amp; 7</td>
<td>1,826</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td></td>
<td>63,022</td>
</tr>
<tr>
<td><strong>NON CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets - Office Equipment</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>Investments</td>
<td>8</td>
<td>9,000</td>
</tr>
<tr>
<td>Total Non Current Assets</td>
<td></td>
<td>9,004</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td>72,027</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Payables</td>
<td>9</td>
<td>35,326</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td></td>
<td>35,326</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td></td>
<td>35,326</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td>36,700</td>
</tr>
<tr>
<td><strong>ACCUMULATED FUND</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained Earnings</td>
<td></td>
<td>36,700</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS EMPLOYED</strong></td>
<td></td>
<td>36,700</td>
</tr>
</tbody>
</table>

Signed for and on behalf of the board and in accordance with a resolution of the Directors

---

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.
## STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Notes</th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$FJ</td>
<td>$FJ</td>
</tr>
</tbody>
</table>

### Cash Flow from Operating Activities

| Cash Receipts from Corporate Sponsors | 130,000 | 23,000 |
| Participants Fees and Dinner         | 53,890  | 52,775 |
| Payments to Suppliers & Employees    | (137,363) | (138,587) |

Net Cash Provided by/ (Used in) Operating Activities 10 (ii) 46,527 (812)

### Cash Flow from Investing Activities

| Investment in Viti Bond            | -      | (9,000) |

Net Cash (Used in) Investing Activities - (9,000)

Net Increase/(Decrease) in Cash

| Net Increase/(Decrease) in Cash   | 46,527 | (9,812) |
| Cash Balance at Beginning of Year | 14,669 | 24,461 |

Cash and Cash Equivalents at the end of the year 10 (i) 61,136 14,669

*The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.*
1. General Accounting Policies

The general accounting principles recognised as appropriate for the measurement and reporting of results and Financial Statements on an historical cost basis have been followed by the Company and do not take into account changing money values or current valuations of non-current assets.

2. (a) Basis of Preparation

The financial statements of the company have been drawn up in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) and the requirements of the laws of Fiji.

In the application of International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs), executive members to make judgments, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgments. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Judgments made by management in the application of IFRS for SMEs that have significant effects on the financial statements and estimates with a significant risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statements.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

b) Statement of Compliance

The financial statements have been prepared in accordance with IFRS for SMEs.

c) Comparative figures

Where necessary, comparatives figures have been adjusted to conform with changes in presentation in the current year.

3. SUMMARY OF ACCOUNTING POLICIES

a) Cash and Cash Equivalents

Cash and cash equivalents are carried in the balance sheet at cost. For the purposes of the cash flow statement, cash and cash equivalents comprise and cash at bank.

b) Receivables

Receivables are carried at anticipated realisable value. An estimate is made for doubtful receivables based on a review of all outstanding amounts at year end.

4. SHARE CAPITAL

The Company has been incorporated under the Companies Act, Cap 247 and is a company limited by guarantee, and not having a share capital.
5. CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank - Bank South Pacific</td>
<td>$32,090</td>
<td>$14,169</td>
</tr>
<tr>
<td>Cash at Bank - Bank South Pacific</td>
<td>$28,661</td>
<td>-</td>
</tr>
<tr>
<td>Cash on Hand</td>
<td>$446</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$61,196</strong></td>
<td><strong>$14,669</strong></td>
</tr>
</tbody>
</table>

6. TRADE RECEIVABLE

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants Fees</td>
<td>$826</td>
<td>$2,125</td>
</tr>
<tr>
<td>Less Provision for Doubtful Debts</td>
<td>-</td>
<td>(1,275)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$826</strong></td>
<td><strong>$650</strong></td>
</tr>
</tbody>
</table>

7. OTHER RECEIVABLES

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rental Deposit</td>
<td>$1,000</td>
<td>-</td>
</tr>
<tr>
<td>Prepayments</td>
<td>-</td>
<td>$1,406</td>
</tr>
<tr>
<td>Included in Current Assets</td>
<td><strong>$1,000</strong></td>
<td><strong>$1,406</strong></td>
</tr>
</tbody>
</table>

8. INVESTMENTS

This relates to purchase of Fiji Government Viti Bond issued by Reserve Bank of Fiji on 18th May 2017. The bond will yield interest at a rate of 5% per annum, which will be payable quarterly on 30 June, 30 September, 30 December and 30 March until maturity. The maturity date is 30 June 2026.

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Included in Non Current Assets</td>
<td><strong>$9,000</strong></td>
<td><strong>$9,000</strong></td>
</tr>
</tbody>
</table>

9. OTHER PAYABLES

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>LF community Funds</td>
<td>$28,661</td>
<td>-</td>
</tr>
<tr>
<td>Withholding Tax - Consultancy Fees</td>
<td>-</td>
<td>$1,404</td>
</tr>
<tr>
<td>Wages</td>
<td>$1,346</td>
<td>-</td>
</tr>
<tr>
<td>FNPF</td>
<td>$497</td>
<td>-</td>
</tr>
<tr>
<td>Donations to Home of Hopes</td>
<td>$4,823</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$35,326</strong></td>
<td><strong>$1,404</strong></td>
</tr>
</tbody>
</table>

10. NOTES TO THE STATEMENT OF CASH FLOW

(i) Reconciliation of Cash

Cash as at the end of the financial year as shown in the Statement of Cash Flow is reconciled to the related items in the Statement of Financial Position as follows:

<table>
<thead>
<tr>
<th></th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at Bank - Bank South Pacific 2107022</td>
<td>$32,090</td>
<td>$14,169</td>
</tr>
<tr>
<td>Cash at Bank - Bank South Pacific 82066238</td>
<td>$28,661</td>
<td>-</td>
</tr>
<tr>
<td>Cash on Hand</td>
<td>$446</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$61,196</strong></td>
<td><strong>$14,669</strong></td>
</tr>
</tbody>
</table>
10. NOTES TO THE STATEMENT OF CASH FLOW

(ii) Reconciliation of surplus for the year to the net cash flows from Operating Income

<table>
<thead>
<tr>
<th>Description</th>
<th>31 December 2017</th>
<th>31 December 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Surplus</td>
<td>12,176</td>
<td>10,043</td>
</tr>
<tr>
<td>Depreciation</td>
<td>-</td>
<td>(4)</td>
</tr>
<tr>
<td>Increase in Other Payables</td>
<td>33,922</td>
<td>1,404</td>
</tr>
<tr>
<td>(Decrease) in Sponsorship in advance</td>
<td>-</td>
<td>(15,000)</td>
</tr>
<tr>
<td>Decrease in Other Receivables</td>
<td>429</td>
<td>2,745</td>
</tr>
<tr>
<td><strong>Net Cash Provided by/(Used in) Operating Activities</strong></td>
<td><strong>46,527</strong></td>
<td><strong>(812)</strong></td>
</tr>
</tbody>
</table>

11. SPONSORSHIP - IN CASH

The following sponsorships in cash were utilised during the year by the Company:

<table>
<thead>
<tr>
<th>Sponsoring Company</th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia &amp; New Zealand Banking Group Limited</td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Bank of South Pacific</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Bluescope Limited</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>BSP Life</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Central Manufacturing Company Limited</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Credit Corporation Limited</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Eco Clean Limited</td>
<td>-</td>
<td>500</td>
</tr>
<tr>
<td>Exchange &amp; Finance Fiji Limited</td>
<td>2,500</td>
<td>-</td>
</tr>
<tr>
<td>Munro Leys</td>
<td>2,500</td>
<td>-</td>
</tr>
<tr>
<td>Natural Waters of Fiji Limited</td>
<td>45,000</td>
<td>-</td>
</tr>
<tr>
<td>New Zealand High Commission</td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Tradewinds Marine Limited</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Williams and Goating Limited</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Westpac Banking Corporation</td>
<td>-</td>
<td>2,500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>130,000</strong></td>
<td><strong>83,000</strong></td>
</tr>
</tbody>
</table>

12. SPONSORSHIP - IN KIND

The following sponsorships in kind were utilised during the year by the Company:

<table>
<thead>
<tr>
<th>Sponsoring Company</th>
<th>31 December 2018</th>
<th>31 December 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>PKF alz Pacific</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Communications Fiji Limited</td>
<td>10,500</td>
<td>10,500</td>
</tr>
<tr>
<td>The Fiji Times</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Quality Prints Limited</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>Unwired Fiji Limited</td>
<td>2,500</td>
<td>2,500</td>
</tr>
<tr>
<td>Digicel Fiji Limited</td>
<td>600</td>
<td>600</td>
</tr>
<tr>
<td>Motiheali &amp; Company Limited</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Wyndham Resort</td>
<td>-</td>
<td>2,000</td>
</tr>
<tr>
<td>Greenhouse Studio</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>44,600</strong></td>
<td><strong>46,600</strong></td>
</tr>
</tbody>
</table>
13. OFFICE EQUIPMENT

<table>
<thead>
<tr>
<th></th>
<th>31 December</th>
<th>31 December</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2017</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>$FJ</td>
<td>$FJ</td>
</tr>
<tr>
<td>Balance as at 1 January 2018</td>
<td>9,986</td>
<td>9,984</td>
</tr>
<tr>
<td>Additions (Deletions)</td>
<td>4,709</td>
<td>4,707</td>
</tr>
<tr>
<td>Balance as at 31 December 2018</td>
<td>14,695</td>
<td>14,691</td>
</tr>
</tbody>
</table>

Accumulated depreciation
Balance as at 1 January 2018 | 9,984 |
Depreciation expense | - |
(Deletions) | - |
Balance as at 31 December 2018 | 9,984 |

Carrying Amount
As at 31 December 2017 | 2 |
As at 31 December 2018 | 2 |

* Carrying amount for assets that exist have been restated with WDV of $1.00 for purposes of reporting, against depreciation cost in 2017.

14. OTHER INCOME

<table>
<thead>
<tr>
<th></th>
<th>31 December</th>
<th>31 December</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018</td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>$FJ</td>
<td>$FJ</td>
</tr>
<tr>
<td>Interest- Viti Bond</td>
<td>563</td>
<td>113</td>
</tr>
</tbody>
</table>

15. CONTINGENT LIABILITIES

Contingent Liabilities as at 31 December 2018 amounted to $Nil (2017: $Nil).

16. CAPITAL COMMITMENTS

Capital commitments as at 31 December 2018 amounted to $Nil (2017: $Nil).

17. COMPANY DETAILS

Incorporation
The company was registered on the 6th day of February 2001 as a company limited by guarantee.

Registered Office
The registered office and principal place of operations of the Leadership Fiji Limited is located at 231 Wainamu Road, Suva.

18. PRINCIPAL ACTIVITY

The principal activity of the company is to educate, provide training, networking and to enhance and promote future leaders in Fiji.

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Executive Committee and authorised for issue on 13 June 2019.
THANK YOU 2018 PROGRAM SPONSORS

Platinum
NZ High Commission
ANZ Bank
Fiji Water

Gold
Communications Fiji Ltd
British American Tobacco
Credit Corporation
Bluescope Fiji Ltd
The Greenhouse Studio

Silver
Bank of South Pacific
BSP Life
Williams and Gosling
Tradewinds Marine
Fiji Times Ltd
Quality Print
Motibhai Group
PKF Aliz Pacific
Bondwell
Exchange & Finance

Bronze
Munro Leys
Unwired
Digicel