

ACKNOWLEDGEMENTS



Australian Government
Fisheries Research and
Development Corporation

*Future seafood leaders: Taking Stock.
Project # 2008/310 was supported by FRDC
on behalf of the Australian Government.*



Participants at the Future Seafood Leaders – Taking Stock Workshop – Brisbane 2008.

Back row L-R: Grahame Turk, Martin Perkins, Dan Machin, Paula Kenny, Jo Coco, Katherine Sarneckis, Chris Calogeras, Jonas Woolford, Dos O'Sullivan, Tim Mirabella, Adam Smith. **Middle row L-R:** Leith Boull (facilitator) Lisa Mackenzie, Geoff Blackburn, Daniel Gixti, David Mills, Kate Millner, Jo Ruscoe, Alan Snow, Brad Warren. **Front row L-R:** Neville Perryman, Helen Jenkins, John Mayze. (Not in shot Kellie Williams).



Supported by:  Northern Territory Government

BACKGROUND

In 2000, the Fisheries and Research Development Corporation (FRDC) funded a National Seafood Industry Advanced Leadership Program (NSIAP). Since then over 100 people have graduated from the Program; significantly enhancing the leadership capacity of the Australian seafood and fishing industry. The current program finishes in 2008 and provides an opportunity for FRDC to review its leadership investment directions.

A graduate run project, administered by the Northern Territory Seafood Council, with the support from FRDC, was developed to undertake an online survey of past graduates and program sponsors. The project also arranged a workshop of past graduates and senior industry people, in Brisbane in June 2008 to critique the program, identify its strengths and make recommendations on how it could be improved.

DIRECTIONS FOR LEADERSHIP DEVELOPMENT

FOR THE AUSTRALIAN SEAFOOD AND FISHING INDUSTRY

Taking Stock 2008



*Industry and graduates of the National Seafood Industry
Advanced Leadership Program can work together to
create a pool of inspiring, capable and confident people
with the capacity and willingness to provide leadership
across the seafood sectors to secure the industry's future*



OPPORTUNITIES FOR GRADUATES

A number of opportunities have been identified for graduates to take on leadership roles and improve networks in the seafood and fishing industry. Leadership graduates can help set the course for Industry by seizing the opportunity and becoming involved in the following projects.

INDUSTRY LEADERSHIP VISION

To create a pool of inspiring, capable and confident people with the capacity and willingness to provide leadership across the seafood sectors to secure the industry's future.

ALUMNI

If you are a graduate and interested in being involved in an Alumni, a site is being developed to allow leadership graduates to share ideas, stay in touch, discuss issues and let each other know what's happening.



KEY INDUSTRY LEADERSHIP CHALLENGES

There is a need to move from a competitive and individualistic leadership model to a collaborative and industry focused model that facilitates capacity building at all levels.

NETWORKING OPPORTUNITIES

Graduates need to take an active role in initiating networking opportunities. These could be co-ordinated with existing industry activities such as linking with Seafood Directions, Australasian Aquaculture Conference, SSA workshops or possibly through the development of alternate options. Are you interested in developing networking opportunities?

MENTOR BANK

Cultivating mentoring relationships are an important part of developing leadership capacity. Mentoring is a rewarding two way street to be involved in.

Are you prepared to be a Mentor or are you in a position to assist in developing a Mentor Bank for use by leadership participants and others in the Industry?

WHY INVEST IN LEADERSHIP

The industry is shrinking in terms of the numbers of people, and there is a growing need for leaders and leadership that has the interests of the industry at heart, to reduce its vulnerability and ensure it has a cohesive voice. The industry must take control of its own destiny if it is to be sustainable and develop a wide pool of people to draw on to fill leadership roles.

ATTRIBUTES & CAPACITIES FOR LEADERS

- passion and commitment to industry as a whole
- knowledge, experience and ethics
- adaptable leadership styles
- communication skills to influence others
- resilience, humour and decisiveness
- extensive networks
- risk taker with strategic vision
- change leader
- collaborator across all levels
- effective team builder
- succession planner

HOW INDUSTRY CAN IMPROVE LEADERSHIP CAPACITY

- develop a multi-level leadership approach across industry and sectors
- identify leadership development opportunities beyond FRDC
- provide greater financial support for self employed industry people undertaking leadership training
- develop means to fast-track or assist graduates into leadership roles.

KEEN TO GET INVOLVED OR WANT FURTHER INFORMATION?

If you are a graduate or an industry member and would like to become involved in, or support any of the initiatives, or if you require further information, please contact the Northern Territory Seafood Council at ntsc@ntsc.com.au

MARKETING

The leadership program needs marketing to ensure sponsors' and employers' contributions and participants' initiatives and achievements are recognised. Can you assist in highlighting sponsors' and employers' contributions and graduates' outputs to industry and beyond?

