

Bridging



Peter Cullen
Water & Environment Trust

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Newsletter of the Peter Cullen Water & Environment Trust

Summer Edition

From the Chief Executive Officer



Take time for yourself over the festive season. Reflect on and celebrate your achievements. Hug your family and friends. You deserve it. 2021 has been a very difficult year, especially for those enduring the marathon pandemic lockdowns in

Melbourne and Sydney and the rolling lockdowns around the country. Borders open. Borders closed. Borders closed. Living in a world with more uncertainty than any of us have ever experienced.

Although I have not yet been with the PCT for 12 months, I am in awe of the great work of Bek Christensen and Linda Cumming in delivering our programs, events and supporting the PCT Fellows Network. You two are amazing. I would also like to give a big shout out to Leith Bouilly and Kate MacMaster – our co-Directors of the Women in Water (WiW) Leadership Program. What a result given the twists and turns from interviewing for the WiW program to run in early 2020, with graduation in November 2021.

Through all the challenges, I am amazed at how resilient the PCT, and especially the PCT Fellows Network, has been. I am also deeply appreciative of the wonderful support we have received from Directors, donors, sponsors, and supporters. Your encouragement has been amazing as we have two full Science to Policy and WiW Leadership Programs, as reported elsewhere in Bridging, ready to run in early 2022.

We now have 225 Fellows, which will build to around 260 by May next year if all goes to plan. I believe that Peter Cullen would be very proud of our Fellows as his legacy. Authentic leaders, passionate and highly capable in their leadership journey. The PCT leadership program, which we continue to strive for improvements, has a unique focus on authentic leadership in the environment and water space. However, we are looking at pathways to raise the level of discourse, increasing the impact of our Fellows in their communities, in society and politically.

The Board is looking at opportunities for PCT to be more impactful in line with our 2021-24 Strategic Plan at an individual level, through our networks and at a systems level. To that end, Directors have established a Board committee to explore opportunities and consider how PCT can best position the organisation to respond. This may involve new partnerships, collaborations and additional resources. This is an exciting opportunity for PCT to take the next steps in implementing our strategic plan, and to give a stronger voice to Peter's legacy.

Enjoy the break. Stay safe in your travels. We look forward to working with you next year to realise the possibilities of Peter Cullen's legacy.

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Programs Update

I think the best way to describe the final quarter of 2021 for PCT is 'full', with several major initiatives coming to fruition (finally!) after many delays and much anticipation. **#wateREvolution** is just one of these, and you can read more about that elsewhere in this edition of *Bridging*.

Alongside that, we delivered Session 2 of the **2020-2021 Women in Water Leadership Program** and welcomed our newest PCT Fellows. This is the first time that PCT has delivered any part of a flagship program online, as well as hosting an online Graduation Ceremony.

We are incredibly grateful to Leith Bouilly and Kate MacMaster as co-Directors of the Women in Water Program for their creativity and flexibility in adapting Session 2 for the online format. Our program participants also responded to the situation admirably, organising themselves to co-locate in a number of regional 'hubs', injecting joy in creative ways throughout the week (crazy hat day anyone?), and seeing the opportunities of online delivery to uplift their final project presentation.

We were certainly nervous heading into Session 2, wondering 'will it work'? Thankfully, the answer is a resounding 'yes', as reflected in these comments from a couple of our graduates:

"The PCT Program has given me a huge boost in confidence and belief in myself, that I can be a change maker. We only have one planet, and it's up to passionate people like me to take a step forward to lead the change and influence others to come on the journey to protect it."



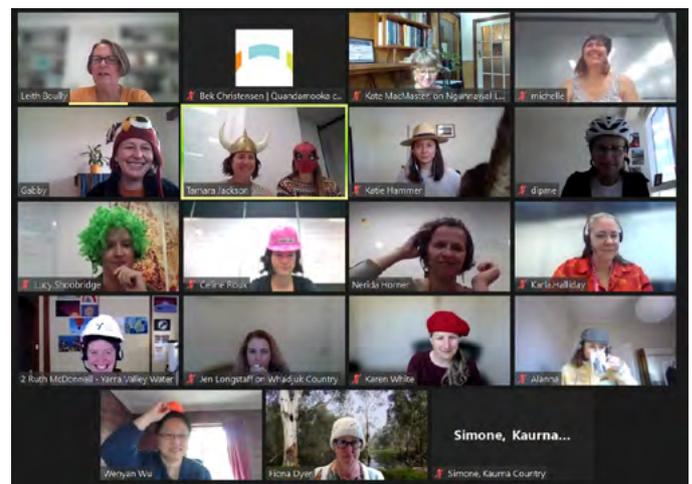
2021 Women in Water Fellows with Leith Bouilly, Kate MacMaster and the Outback Initiatives team during Session One in May.

"I've done leadership courses in the past - what made this different for me was the immersive and experiential learning. Rather than just learning theory, you are put in situations where you are pushed to reflect and change."

Another program that has finished through online delivery is the **Communicating with Impact and Influence Program** with members of the Water and Catchments group in DELWP. This group showed great patience waiting since May for the final part of their four-workshop series. An eventual shift to online delivery allowed us to facilitate the final workshop in October, with special guest PCT Friend Tom Mollenkopf fulfilling the role of 'critical friend' providing feedback on the group's final presentations.

This is the first time that the Trust had delivered this program, and it was encouraging to see the uplift in capability and confidence in the group by the end of the program, along with their commitments to continued future learning and practice.

Dr Bek Christensen, Programs Director



Crazy Hat Day



2022 – things to look forward to!

Hoping for the best, prepared for the worst, and unsurprised by anything in between.

This quote from Maya Angelou encapsulates the approach we're taking into 2022. In hoping for the best, we have some big plans for 2022:

The postponed 2021 Science to Policy Leadership Program will run from 13-18 March and 15-20 May 2022. The 2022 Women in Water Leadership Program will run from 20-25 March and 15-20 May. The eagle-eyed readers will have spotted this means that the final session for these two programs will run concurrently.

That means you can expect a bumper **joint 2022 Science to Policy and Women in Water Graduation Celebration on Thursday 19 May 2022**, in Canberra. This will also be a chance for the 2021 Women in Water recipients to receive their graduation certificates and congratulations in-person.

Alongside that, the Fellows Committee are already planning the **Fellows PD Day on Thursday 19 May, and the Fellows Networking Breakfast on Friday 20 May.**

We hope these events will provide an opportunity for the PCT community to come together in-person for the first time since late 2019! That's something worth celebrating, so please mark the dates in your calendar now and start planning to come along. And Fellows – remember we have travel grants available to help you get to these events. Please contact Linda for more details [office@petercullentrust.com.au]





Updates from the Fellows Network Committee

Fellows Survey

Thank you to everyone who completed the Fellows survey that was sent out across September-October. We received feedback from a wide cross-section of Fellows that will help us refine future plans for the Fellows Network.

The Fellows Committee is still working through the responses to ensure all the 'gems' are uncovered. What's clear so far is that Fellows' expectations of the Fellows Network are mostly being met, with the most useful things about the Fellows Network identified as:

- Opportunities to build networks and improve leadership,
- Lifelong learning and challenges,
- Group of likeminded people to learn from,
- Personal support from other Fellows, and
- The national breadth of the network.

You've also provided some clear feedback about Fellows' activities that will help to shape future events. This includes:

- PD days (online or in person) and opportunities to connect with your own cohort are a priority;
- The switch to online events during COVID has enabled more Fellows to engage and be involved. There is strong support for keeping a mix of online and face-to-face events post-COVID, and support for face-to-face events in a wider range of locations;
- There is strong interest in the Trust facilitating opportunities for Fellows and Friends to come together to discuss and explore specific water and environment issues together.

While the survey is now closed, the Committee always values the ideas and feedback of Fellows. Please feel free to pop your thoughts in an email to Bek (bek@petercullentrust.com.au) and she can pass it on to the Committee.



PCT Fellows in Perth enjoy breakfast together and welcome new Fellow Jen Longstaff.



New Fellows Michelle Campbell, Tamara Jackson and Simone Stewart welcomed at a PCT Breakfast in Adelaide.



PCT Fellows in Melbourne get together for breakfast to welcome new Victorian Women in Water Fellows, Wenyuan Wu, Di Mead, Katie Hammer and Ruth McDonnell.

Fellows Events

The continuation of COVID restrictions in much of the country has tempered plans for Fellows events in the last few months. In October we were able to host a 'FellowsConnect' online session with CEO Darryl Day as special guest. There was a strong turnout of Fellows to hear about Darryl's career journey so far, and his hopes and plans for the Trust over the coming years. As you would expect, the Fellows also had some excellent questions for Darryl, and some unexpected connections were uncovered too (who knew the tendrils of the Palmerston Crocs footy club would extend so far throughout the PCT community?!).

A new addition for this year were the simultaneous Fellows' breakfasts held in Adelaide, Brisbane, Canberra, Melbourne and Perth on 19 November, to welcome the newest Fellows and congratulate them on completing the 2021 Women in Water Leadership Program. Given the delays and changes that this program group had to deal with, including the completion of their program through online delivery, we're so pleased that they received such a warm and enthusiastic IN-PERSON welcome from their local Fellows. These breakfasts seemed to be so popular, we wonder if we should work them into the regular schedule of Fellows events for future years - what do you think?



Fellows – have we got your attention?

Do you have a great idea for a Fellows PD Day?

Or maybe you like keeping everyone connected and sharing the latest insights?

Or perhaps you like to eat lunch in the company of luminaries?

If this sounds like you, then consider joining the Fellows Network Committee, which has some vacancies for new members.

The Fellows Committee supports the National Fellows Network to:

- build a vibrant and connected network of Fellows to support each other professionally and personally,
- facilitate knowledge sharing and communication within and beyond the Fellows Network and Peter Cullen Trust, and
- support ongoing sustainability of the Peter Cullen Trust and the Fellows Network.

Key activities coordinated by the Committee include:

- Fellows Professional Development Strategy oversight and review
- November graduation PD event
- May graduation PD event
- National Lunch with a Leader series
- Fellows Network communications, and
- Bridging newsletter support.

Membership is open to all Fellows from any year group or Program.

For more information or to nominate for the committee, please email Bek.

Think you know someone else who'd make a great contribution to the Committee? Then tap them on the shoulder and suggest they join too!

Mentoring

Remember that the PCT offers a mentoring program. If you are a PCT Friend who would like to mentor a Fellow, or if you are a Fellow who would like a mentor, please fill out the EOI downloadable from the PCT website <http://www.petercullentrust.org.au/mentoring/> and send to bek@petercullentrust.com.au



Congratulations to the 2021 Ripple Award recipient!



The PCT Ripple Award recognises outstanding contribution to the Trust and the Fellows Network.

The PCT Fellows Network Committee is delighted to announce that the 2021 Ripple Award recipient is PCT Fellow Kaye Cavanagh.

Kaye Cavanagh (Manager Environment and Sustainability, Ipswich City Council) was a 2011 Fellow and has been an unerring and significant contributor to the development of the Trust since that time. Kaye was part of the original Fellows Committee, then appointed to the Board and has only just finished her term.

Kaye played a very active role on the Board and was the longest standing Director being instrumental in recruiting and transitioning new CEOs and Program Directors into their roles (all having been of incredible quality and right fit). Kaye has also been on selection panels for Fellows every year, short-listing, interviewing and selecting – a substantial commitment.

These roles in recruitment are a significant contribution to the Trust that aligns with her focus on people as the foundation for a successful organisation.

She is calm, committed, gentle and reliable. She contributes purposefully and with a quiet strength that provides a consistent and long-lasting impact and which radiates to others around her. Kaye has made an incredible contribution to the organisational development and capacity of the Trust, with people at the centre of that commitment.

Congratulations Kaye! We look forward to the formal presentation of your Award at the combined Graduation Ceremony in May 2022.

Phillip Glyde retires from the Murray Darling Basin Authority

The Chief Executive of MDBA, Phil Glyde, has announced his retirement after 5 years leading very significant cultural change within the organisation and in the MDBA's engagement with communities and stakeholders across the Basin.

After 5 years as Deputy Secretary of the Department of Agriculture, Phil joined MDBA in January 2016. Through both his roles with the Department of Agriculture and MDBA, Phil has supported the PCT and many Fellows on their leadership journey and the great work of the PCT Fellows Network.

In his retirement announcement Phil reflected:

"Like my colleagues at the Authority, we all contributed to significant milestone moments over the past almost 6 years. Achievements such as the northern Basin review, the 2017 SDLAM Determination, the monitoring of progress with the implementation of the Basin Plan, improvements to the regulatory framework and the running of the rivers through times of drought and flood, all come to mind."

"I believe I am leaving the MDBA in a better place and that I've helped strengthen a vital institution, but that will be for others to judge over time. The Murray-Darling Basin and its people, places and future are incredibly important to me, personally."

Congratulations Phil. You are indeed leaving the MDBA in a better place. You have provided inspiration to an outstanding leadership team and invested a great deal in reimagining support for community leaders in water. The transformation to a regionally focused organisation is a model for others to follow. Most importantly, you have set MDBA on a path of listening to voices in the Basin.



New Friends

The PCT Board is delighted to announce two new Friends have accepted their invitation to be a Friend of the Trust.

Welcome to Lucia Cade



Lucia is a non-executive director and advisor with a broad portfolio that spans utilities, technology and innovation, industry led research & development and infrastructure investment. She is committed to sustainability and the model of the United Nations

Global Compact that recognises that business, society and government must work together to achieve the 17 UN Sustainable Development Goals. This informs her approach to governance, risk and organisational purpose. She is also committed to professional development and is a current director of Engineers Australia, a former President of the Australian Water Association and a member of the Monash University Engineering Dean's Advisory Council. Her executive career experience spans professional engineering and business roles in the utility, infrastructure and construction industries.

Lucia is Chair of South East Water and a director of its commercial subsidiary, Iota Services. She is the Chair of Paintback, a stewardship scheme established by Australia's paint manufacturers. She is also a non-executive director of Urban Utilities, the Cooperative Research Centre for Future Fuels, Carbon Revolution and Flaim Systems.

As well as her Bachelor and Masters Engineering qualifications from Monash, Lucia also holds a Bachelor of Economics from Monash and a Master of Business Administration from the Melbourne Business School. She is a Fellow of the Australian Institute of Company Directors and a Fellow of Engineers Australia.

Lucia's professional life is firmly grounded by family. She is married with three children.

Welcome to Corinne Cheeseman



Corinne is the Chief Executive Officer of the Australian Water Association, a role she commenced in May 2020, as the impacts of COVID-19 hit hard on the core business of AWA delivering the flagship Ozwater Conference and iconic face-to-face

conferences and networking across Australia.

Prior to her appointment as CEO, Corinne was the senior leader in the Data Consulting practice at global firm PwC, a role she commenced in 2018 working with C-suite clients, defining and implementing their data strategies to enable their companies to transform by harnessing the power of digital technology.

Corinne's career has always been exemplified by leadership in science and water. Her early career was in the Sydney Water laboratories before joining AWA in 2004 as the first national Education Manager. Corinne was then appointed to the executive role of AWA National Manager for Technical Programs, before returning to Sydney Water in 2011, successfully leading a large data and analytics team for several years.

The PCT CEO said *"I am delighted that Corinne has joined the PCT Friends Network. Corinne transformed AWA through her passion and influence in establishing the innovative Education Network. Now returning as AWA CEO, Corinne is one of Australia's thought leaders and influencers in Australia's water future. Corinne's leadership journey is a wonderful example of the opportunities to those in the environment and water sectors."*

Vale Peter Cundall, 1927-2021

Much-loved gardening celebrity Peter Cundall died on 5 December at the age of 94, surrounded by family in Tasmania. Peter was the well-known host of television program Gardening Australia and a regular broadcaster on the ABC for almost 50 years – his last radio segment was in 2018. This work enabled Peter to communicate a wealth of knowledge with others, and to inspire people to engage with the natural world. He was not afraid to speak truth to power, and took action to back up his words. Peter was a valued Friend of the Peter Cullen Trust and like many others we mourn the passing of someone who contributed so much to the Australian community.



The #wateREvolution is here

After a long wait, and many re-imaginings, on Friday 12 November PCT's #wateREvolution went ahead!

#wateREvolution was designed to give PCT Fellows a chance to present their big ideas and questions, while also challenging them to move outside their comfort zones and experiment with digital storytelling.

As expected, the Fellows rose to the occasion and on the day 14 digital stories were presented to our audience of Friends and Fellows. These stories spanned a range of topics including connection and communication, riverbank management, street trees, recycled water, indigenous and non-indigenous Australians walking together, water banking, cybernetics, and more! You can see the full list of stories here: <https://www.waterevolution.com.au/the-program>

The digital stories provided plenty of inspiration, insight, and questions for the audience to explore through breakout groups and panel discussions spread throughout the afternoon. Even in an online format, the energy and connection from attendees was palpable. Here's what some of them had to say:

"What a marvellous initiative of the Trust and the Fellows - such powerful stories."

"I was so proud of everyone who put themselves outside of their comfort zone to create the stories. I really enjoyed the breadth of stories and the way the event was curated around themes."

"Excellent, inspiring, engaging."

"It was fantastic - one of the best online events I have attended."

"It was a great reason to catch-up with PCT fellows and friends and to see what ideas are going through everyone's heads at the moment."

While COVID forced #wateREvolution online, one of the silver linings was that Friends and Fellows could participate from across the country. People dialled in from Bindjareb Noongar, Ngannawal and Ngambi, Bunurong, Waddawurrung, Wurundjeri, Anaiwan, Taungurung, Ngarrindjeri, Yamatiji, Latji Latji, Yugerra and Turrbal, Kurna, Miriwung Gajerrong, Larrakia and Quandamooka countries.



Of course, not everyone could be there. And while we can't recreate the magic entirely, we are hoping to share some of it with those who couldn't attend. PCT Friends and Fellows will receive an email with a link to access the digital stories.

Many thanks to everyone who made #wateREvolution possible, starting with previous Programs Director Kate MacMaster and previous CEO Tom Mollenkopf who shaped the original #wateREvolution back in late 2019 and carried it through many COVID delays and changes. Thanks also to the #wateREvolution Committee: Susie Williams, Amber Perry, Clare Taylor, Phillip Jordan, Kim Markwell, Chris Arnott, and Charlotte Beresford for your input and coordination. Of course, #wateREvolution would be nothing without the Fellows who stood up to create digital stories. Thank you to: Meena Arora, Fleur Coaker, Katherine Daniell, Brett Dunn, Paul Frazier, Ross Hardie, Phillip Jordan, Martin Lind, Sarina Loo, Kim Markwell, Andrew O'Neill, Declan Page, Amber Perry, Darren Perry, Anne Poelina, Geoff Vietz, and Susie Williams, ably supported in your creative journeys by Will Tait from [FutureCrunch](#).

What next, you may be asking? There was certainly plenty of enthusiasm on the day for more #wateREvolution, and we're currently exploring the options for keeping the magic alive.

Stay tuned in 2022 for further news...



Articles of Interest

Indigenous decision-making can sustain democracy – and humanity

BY ADJUNCT PROFESSOR ANNE POELINA AND DR SHANN TURNBULL

The article, published in The National Forum, reinforces the need for global society to adopt bottom-up Indigenous decision making, this is described in full here <https://lnkd.in/g/Hb5xuR>

"In our work we consider humanity's need to invest into strengthening individual and collective resilience by revisiting our deep natural love for our commons. It is time to draw on the ancient wisdom, traditional knowledge as wisdom from antiquity. We can dream together so we can better understand how we, as human beings, can once again start to live in harmony with each other and with our non-human families. Otherwise, Mother Earth will be lonely without the vibrations of human beings!" (Adjunct Professor, Anne Poelina – PCT Fellow 2011)





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