

Simon Rountree
Since Jul 2000

- Diligence
- Leadership
- Zest, enthusiasm & energy
- Teamwork
- Social Intelligence



Kelly Beaumont
Since Feb 2009

- Leadership
- Bravery & valour
- Honesty & authenticity
- Perspective & wisdom
- Judgement & critical thinking

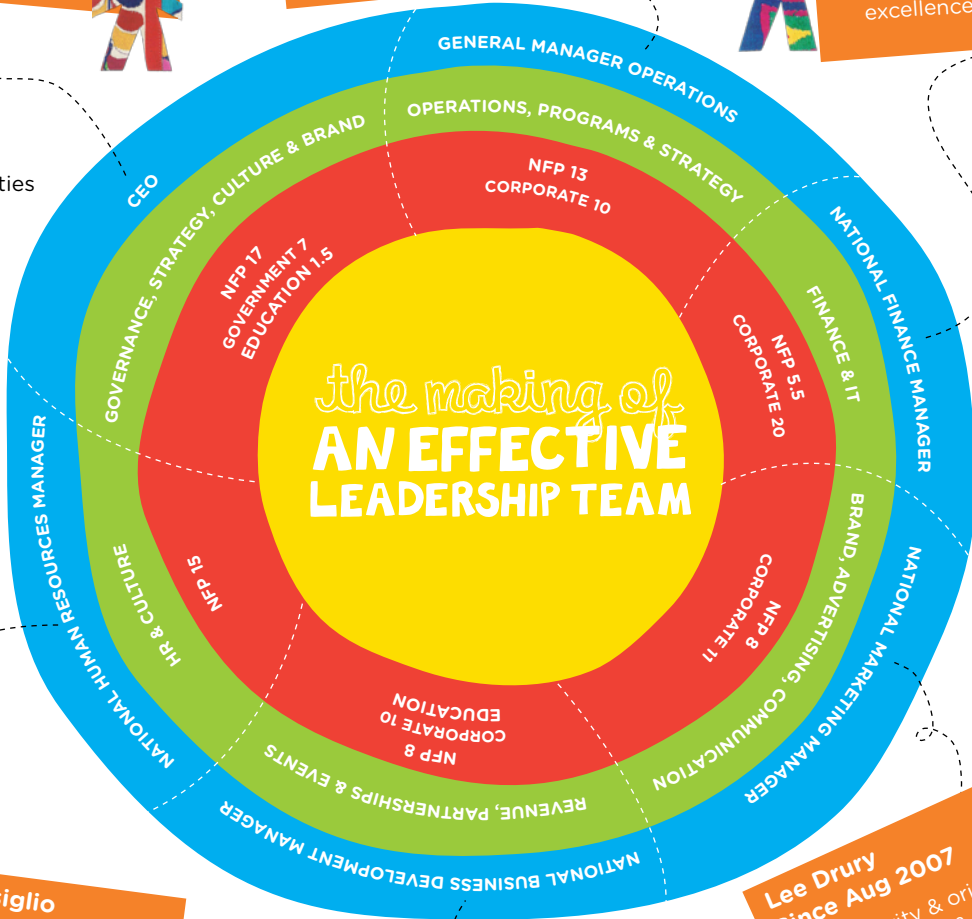


Kim Heng
Since Nov 2003

- Judgement, critical thinking
- Self Control & self regulation
- Caution & discretion
- Fairness, equity & justice
- Appreciation of beauty & excellence



- Role
- Responsibilities
- Experience
- Signature strengths



Renata Consiglio
Since Jun 2008

- Fairness, equity & justice
- Gratitude
- Humour & playfulness
- Interest in the world
- Spirituality, sense of purpose & faith

Carmel Molloy
Since Dec 2008

- Creativity & originality
- Judgement & critical thinking
- Leadership
- Gratitude
- Social Intelligence



Lee Drury
Since Aug 2007

- Creativity & originality
- Judgement & critical thinking
- Zest, enthusiasm & energy
- Perspective & wisdom
- Appreciation of beauty & excellence



*To find out what your signature strengths are go to www.authentichappiness.sas.upenn.edu

LEADING *by example*

The primary objective of the Camp Quality Leadership Team is to guide the organisation. The team acts as an intermediary between the Board and the employees of the organisation. The team meets fortnightly.

Duties and Responsibilities

- To develop & implement, monitor & review the 3 year National Business Plan; programs, budgets, growth targets, & financial results on a quarterly basis. To approve, monitor & review policy updates & new policies.
- To review key HR strategies & major internal & external communication.

Measuring performance

- **The Board** oversees & monitors the performance of the CEO through the establishment of individual growth targets that are linked to our 3 year National Business Plan. These are reviewed twice a year.
- **The CEO** oversees & monitors the performance of each member of the Leadership Team. Each leader has individual growth targets that are linked to our 3 year National Business Plan. These are reviewed quarterly.

In line with our Organisational Performance Appraisal Process the Leadership Team fulfills the following;

- Monthly individual work in progress (WIP) meetings with CEO
- Fortnightly team meetings & WIP meetings with direct reports
- Quarterly coaching sessions with CEO
- Quarterly coaching sessions with direct reports
- Annual Performance review with CEO
- Annual Performance review with their direct reports
- Annual 360 Review
- Annual Leadership 3 year Business Plan Review
- Annual individual growth target setting
- Membership to specific Board sub-committees (refer to page 119)