



2022 ANNUAL REPORT





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

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 recognise 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 information empowers. Leaders embrace life-long learning by investing in their own self development.

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 ongoing 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



Kevin McCarthy
Director



Avaneesh Raman
LF2012
Director



Sufi Dean
Director
Founding Executive Officer



Nancy Loaloe
LF2009
Director



Malakai Naiyaga
Director



Elvin Atish Lal
LF2008
Director



Neelam Sharma
LF2017
Board Company Secretary



Sharyne Fong
LF2005
Chief Executive Officer



Viresh Chandra
LF2018
President
Leadership Fiji Alumni



Rajesh Patel
LF2002
Chairperson
LF Community Fund



Berlitta Bonny
LF2021
Team Leader

“

**Surround yourself with people
that cheer you on...**

”

Her Excellency Ms Charlotte Darlow
New Zealand High Commissioner to Fiji,
(Leadership Fiji 2022 Graduation Address)

8 2022 PARTICIPANTS



LEADERSHIP FIJI

2022 VISION

Fiji 2032, united, safe, healthy, and heard. Where we celebrate diversity, integrity, and equal opportunity with the resilience to respond and adapt to a changing world.

2022 Leadership Fiji Program Outline

March	10th	Thurs	5:00pm	2022 Launch/Induction Of 2020 Fellows
March	11th - 13th	Fri - Sun	6:00am	Opening Retreat (Mandatory)
March	23rd	Wed	8:00 am	An overview of Fiji's History
April	6th	Wed	8:00 am	Human Rights (Zoom)
April	13th	Wed	12:00pm	Media (Zoom)
April	21st	Thur	8:00am	Law & Order and Government Machinery
May	13th - 14th	Fri - Sat	6:00am	Tourism Industry (West)
May	25th	Wed	8:00am	Fiji's Economy & Infrastructure (Zoom)
June	8th	Wed	8:00am	Poverty and Social Welfare
June	8th	Wed	5:00pm	Etiquette Dinner
June	24th - 25th	Fri - Sat	6:00am	Mid-Year Retreat (Mandatory)
July	6th	Wed	8:00am	Environment
July	21st - 23rd	Thur - Fri	6:00am	Sugar, Mining & Alternative Agriculture (West)
August	3rd	Wed	8:00am	Education
August	17th	Wed	8:00am	Health
August	31st	Wed	8:00am	Fiji and the World
September	14th - 17th	Wed - Sat	4:00am	Go North (North)
September	28th	Wed	8:00am	Participants Choice
October	21st - 23rd	Fri - Sun	6:00am	Closing Retreat (Mandatory)
November	3rd	Thur	3:00pm	2022 Vision and 2021 Project Presentation
November	4th	Fri	5:00pm	2022 Class Graduation

2022 PROGRAM OVERVIEW

2022 Program Launch & Fellows Induction of 2020

The 2022 Leadership Fiji program was officially launched on Thursday 10th March at Holiday Inn, Suva, and saw the introduction of 30 new participants from very diverse backgrounds from around the country, selected out of numerous qualified applicants in a rigorous interview process.

William Parkinson, the Chairman of the Leadership Fiji Board of Directors, welcomed the new participants and wished them well on this life changing journey. Mr Parkinson introduced Chief Guest of the Launch, Mr Rajesh Patel as the Executive Director for Motibhai Group of Companies and as the Chairperson of the Leadership Fiji Community Fund. Mr Parkinson went on to say that Mr Patel is also a graduate and alumni of Leadership Fiji Program in 2002. Year 2002 was when the first batch of participants went through the program.

Highlights of Mr Patel's speech was his advice to the Leadership Fiji 2022 participants "to have an open mind, be adventurous, walk into the Leadership Fiji program with confidence, support each other in the program, build a strong team amongst yourselves, and most importantly enjoy

and have fun. The key learning for me from the program was the great friends that I made and the great networking opportunity that Leadership Fiji has given me. It is always a pleasure attending Leadership Fiji's events as it pulls together great like-minded people."

Mr Patel closed by challenging the Fellows of 2020 and incoming class of 2022, on what they can do to make a difference in their community. Patricia Naisara (LF2020) presented her year's Fellows project, the building of desks and chairs for underprivileged school children to own and use in their homes during COVID-19. LF2020 took on this challenge to create dedicated educational spaces in children's homes during and after COVID-19.

This Fellows project set the bar for the following years program participants as majority of the project was done during COVID-19. The event ended with 29 participants of LF2020 being inducted as Fellows and receiving their Certificate and Fellows Pin as well as the introduction of 30 LF2022 participants.



Source: Leadership Fiji Facebook page

2022 PARTICIPANTS



Ada Krishnan

Project Manager
ANZ Bank

Team: Tabua



**Adi Ma'aka Amelia
Bosenituraga Caucau**

Grants Officer - Kiwa Initiative
International Union for
Conservation of Nature

Team: Taura Tale



Annjelyn Shalvina

Manager Trucking
Fiji Water - Natural Waters
of Viti Pte Limited

Team: Tui Tui



Leone Baleinasucu

Manager Transport - Suva
William & Gosling Ltd

Team: Tilapia



Deepak Sharma

Emergency Physician
Colonial War Memorial Hospital

Team: Tabua



Isireli Ligairi

Staff Officer
Fiji Police Force

Team: Taura Tale



Jesline Jessica Singh

Associate
Munro Leys

Team: Taura Tale



Jiutajia Matawalu

Investment Officer
Fiji National Provident Fund

Team: Tilapia



Kelera Mataika

Director / Designer
Self Employed-Atelier 153

Team: Tabua



Livai Suka Silatolu

*Regional Manager North
Digicel Fiji (Pte) Ltd*
Team: Taura Tale



Mohammed Aiyaz

*General Manager
WG Genera Pacific Pte Ltd*
Team: Tabua



**Pauline Caroline
Vukikomoala**

*Duty Manager
Holiday Inn*
Team: Taura Tale



Phillip Mortel

*Sales Manager
Janty Bondwell (Pte) Ltd*
Team: Tui Tui



Preetika Maharaj

*Business Support Applications
Manager*
BSP Life (Fiji) Ltd
Team: Tagimoucia



Priti Sen

*Branch Manger, Nadi
Bluescope Lysaght (Fiji) Ltd*
Team: Tabua



Ratu Inoke Drauna

*Aruka Fiji Founder
ARUKA Fiji*
Team: Tilapia



Ravi Prasad

*Operations Manager
Denarau Corporation*
Team: Taura Tale



Raymond Mohammed

*Acting Director
Mineral Resources
Department*
Team: Tui Tui



Repeka Nasiko

Senior News Reporter/
Deputy Bureau Chief West
Fiji Times Pte Limited
Team: Tilapia



Rupesh Chandra

Regional Manager West
Credit Corporation (FIJI) Pte
Limited
Team: Tui Tui



Seron Shivanjali

Senior Economist
Reserve Bank of Fiji
Team: Tilapia



Sheik Nisha

Manager Finance
Fiji Development Bank
Team: Tagimoucia



Sidhant Maharaj

Graduate (Corporate Affairs
and Marketing)
Westpac Banking Corporation
Team: Tagimoucia



Sipriano Silaitoga

Human Resources
Superintendent
Vatukoula Gold Mines
Pte Limited
Team: Tagimoucia



Taitusi Nasedra

Pacific Claims Consultant
Tower Insurance (Fiji)
Limited
Team: Tabua



Tikiko Korocowiri

Creative and Production
Manager
Communications Fiji Ltd
Team: Tui Tui



Tomasi Kororua

Senior Visual Designer
The Greenhouse Studio
Team: Tagimoucia



Unaisi Manulevu

Program Coordinator
iTaukei Trust Fund Board
Team: Tagimoucia

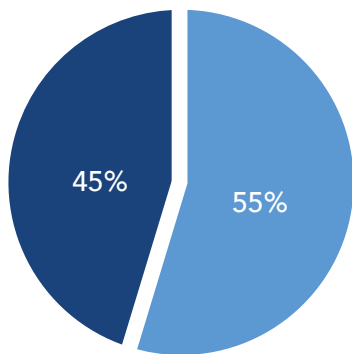


Vimlesh Magan

Chief Financial Officer
Tourism Fiji
Team: Tilapia

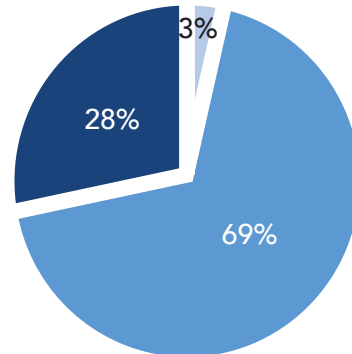
2022 PARTICIPANTS DEMOGRAPHICS

LF 2022 Participants Gender



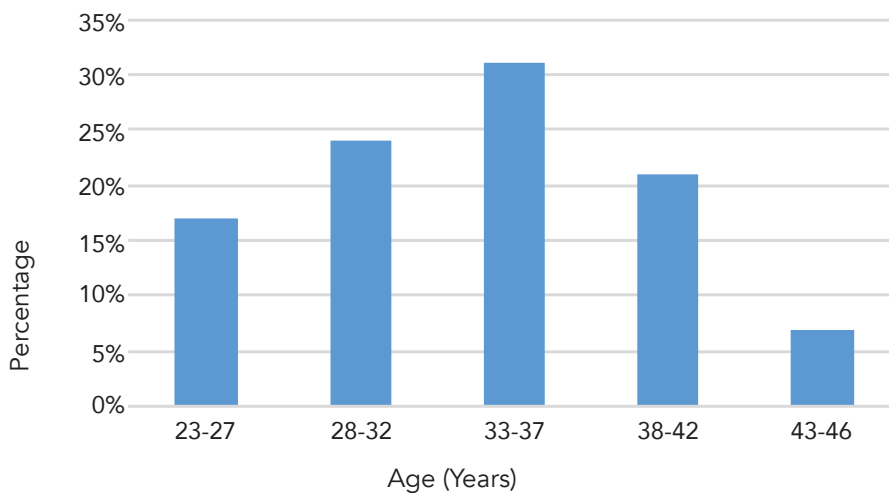
Female Male

LF 2022 Participants Region



West Central Northern

LF 2022 Participants Age



14

2022 SESSIONS & SITE VISITS



Opening Retreat

Speakers: William Parkinson – Board Chair, Leadership Fiji; Sufi Dean – Director and Founding Executive Officer, Leadership Fiji; Sharyne Fong – CEO, Leadership Fiji; Veronika Naiwaqa (LF2015) – Executive Secretary, International Labour Organisation.

The Opening Retreat was for two nights and three days, and it was held at Anchorage Beach Resort in Vuda Point. The Leadership Fiji 2022 participants met early Friday morning at Holiday Inn, Suva and travelled by bus to the Anchorage Beach Resort for this much anticipated and mandatory retreat.

This retreat was all about the participants getting to know each other, breaking out of their comfort zones, and delving deeply into adaptive leadership. This set the foundation for discovering LF2022's "why" and developing the vision statement.

One of the highlights of the Opening Retreat was learning from Ms. Veronika Naiwaqa (LF2015) about public speaking, thought structures, body language and the use of verbal crutches. The participants were engaged in speech exercises that made them conscious of their verbal crutches and speech fillers, and importantly how to avoid them going forth.

The Opening Retreat set the tone for the rest of the year and was successful in making the participants more aware of themselves and connecting with their buddies and teams to engage in learning together.



Overview of Fiji's History

Duty Group: Team Tagimoucia

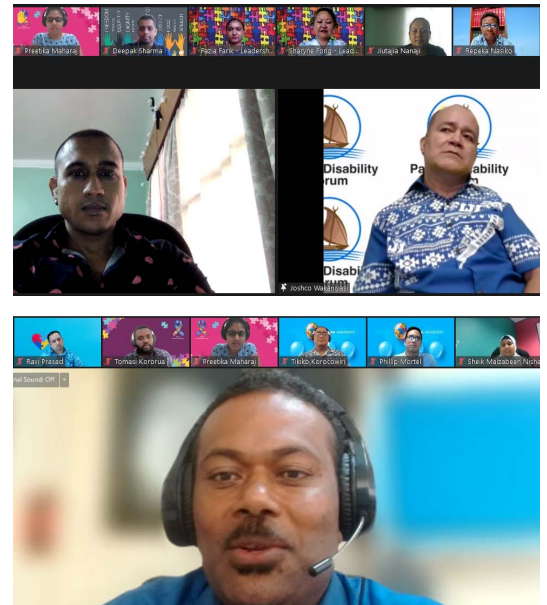
Speakers: Dr Robert Nicole - Senior Lecturer in Politics, USP; Professor Sudesh Mishra - Professor in Literature, Language and Linguistics, USP; Professor Vijay Naidu - Adjunct Professor at School of Law Social Sciences, USP; Associate Professor Sandra Tarte - Acting Head of School, School of Law and Social Sciences, USP; Professor Jon Fraenkel - Professor of Comparative Politics, School of History, Victoria University of Wellington.

Brief: The speakers provided an overview of Fiji's history by going back as far as the first settlers and the effect of migration across the Pacific countries. It was interesting to see that history is a collection of narratives which can have biases and inadequacies.

Lessons Learnt: The participants learnt how history can play a significant role in eliminating deep buried hate, racism, and mistrust. Racism is a global discourse influenced by history and remains a major point of segregation. A country's political environment impacts growth and affects

the country on a systematic level. The rise and fall of the political parties in Fiji's history was highlighted as well and how Fiji has increased its international presence over the years regardless of being a small island state. The participants also learnt about how the electoral system has through the years played a pivotal role in shaping the political landscape of the country. One of the key takeaways from this session was how the participants, as leaders, need to practice inclusion, acceptance, and diversity so that no one is left behind in the political landscape of the country.



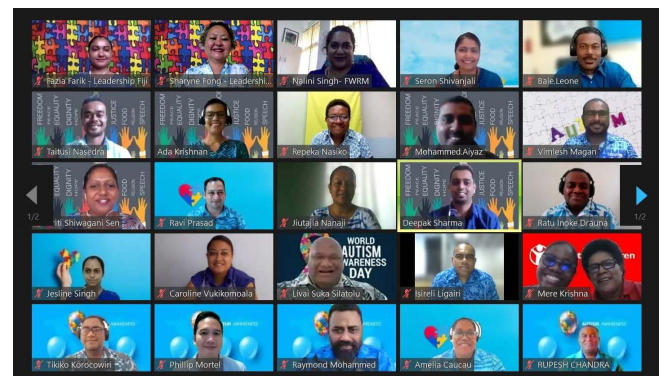


Speakers: Miles Young - Director Human Rights and Social Development Division, Pacific Community (SPC); Ashwin Raj - Director, Fiji Human Rights and Anti-Discrimination Commission; Tasianna Lulu - Child Protection Manager, Save the Children Fund; Nalini Singh - Executive Director, Fiji Women’s Rights Movement; Joshko Wakaniyasi - Manager Inclusive Development Manager, Pacific Disability Forum; Kris Prasad (LF2013).

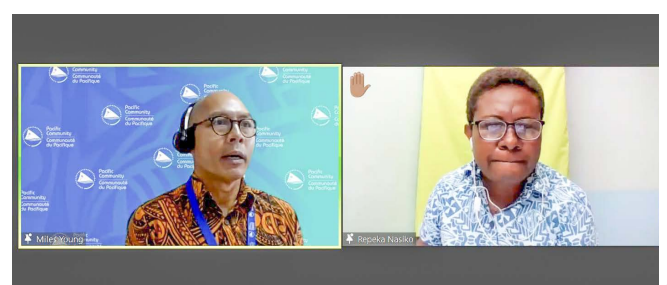
Brief: This session was divided into two parts, Human Rights and Media. After both sessions, participants recognized that human rights are an integral part of any society as it contributes to community and nation building and that understanding the current and emerging trends is important so that media industries can remain relevant and a friend of their audience.

and the impact of the COVID-19 pandemic on people working in the media industry. This was followed by a thought-provoking discussion on key themes like the lack of senior personnel in media organizations, role of editors, the need to change and adapt to the current trends from COVID-19, the influence of social media and the lack of appreciation on the efforts of journalists.

Lessons Learnt: For the Human Rights session, the participants learnt about the origins of human rights, identified the basic principles of human rights, and examined individual rights against collective rights. The participants could see how civil societies function as custodians to the multiple facets of human rights in our country, holding the state and every person accountable whilst educating the masses on the importance of rights.



The Media session began with an overview of the media organizations. Some key points that were discussed was the power that the media has in bringing about change, the importance of advertisements as a source of revenue, the stereotypes that are associated with those working in the media industry, the value of trust and honesty





Law & Order and Government Machinery

Duty Group: Team Tilapia

Speakers: Alifereti Bulivou – Consultant in parliamentary strengthening/development; Dr Andrew Jack – Assistant Director of Public Prosecutions, Office of the DPP; Richard Naidu – Partner, Munro Leys; Itendra Nair – Deputy Commissioner of Police; Colonel Kitone Tuinaosara – Director Legal, RFMF; Elenani Vuru – Senior Psychologist, Fiji Corrections Service; His Excellency Ratu Wiliame Maivalili Katonivere, President of the Republic of Fiji.

Brief: The objectives of this session were to provide an understanding of the mechanics and functions of Parliament; law and order and the rule of law; the roles and responsibilities of the DPP and judiciary; the roles and functions of the police and military in maintaining law and order; the operations of the Corrections Service and the Yellow Ribbon program; and the operation and responsibilities of the State House.

Lessons Learnt: Participants gained a better understanding about the technicalities and functions of the three arms of Government: Legislature (Parliament), Executive (Government Machinery) and Judiciary (Court System). An insight into the history and function of the Mace; the formation of cabinet, roles of the Opposition and the Speaker of the House were also outlined. The significance of the rule of law for democracy and economic growth was reiterated. In short - when people believe that the Government is just and fair, it creates an environment where businesses flourish, and investment grows. Consequently, the rule of law forms the basis for all other rights, and it also necessitates the

need for an independent judiciary. Therefore, for a country to grow holistically, dissent should not just be tolerated but encouraged and accepted.

The session concluded with a site visit and tour of the State House. Participants got an opportunity to meet and hear from His Excellency, President Ratu Wiliame Katonivere on the role of leaders from a traditional perspective. His Excellency shared experiences and lessons that were learnt along his leadership journey and encouraged the young leaders to practice servant leadership, remain respectful, honest and disciplined.



Source: Government of Fiji Facebook page



Tourism Industry (West)

Duty Group: Team Tui Tui

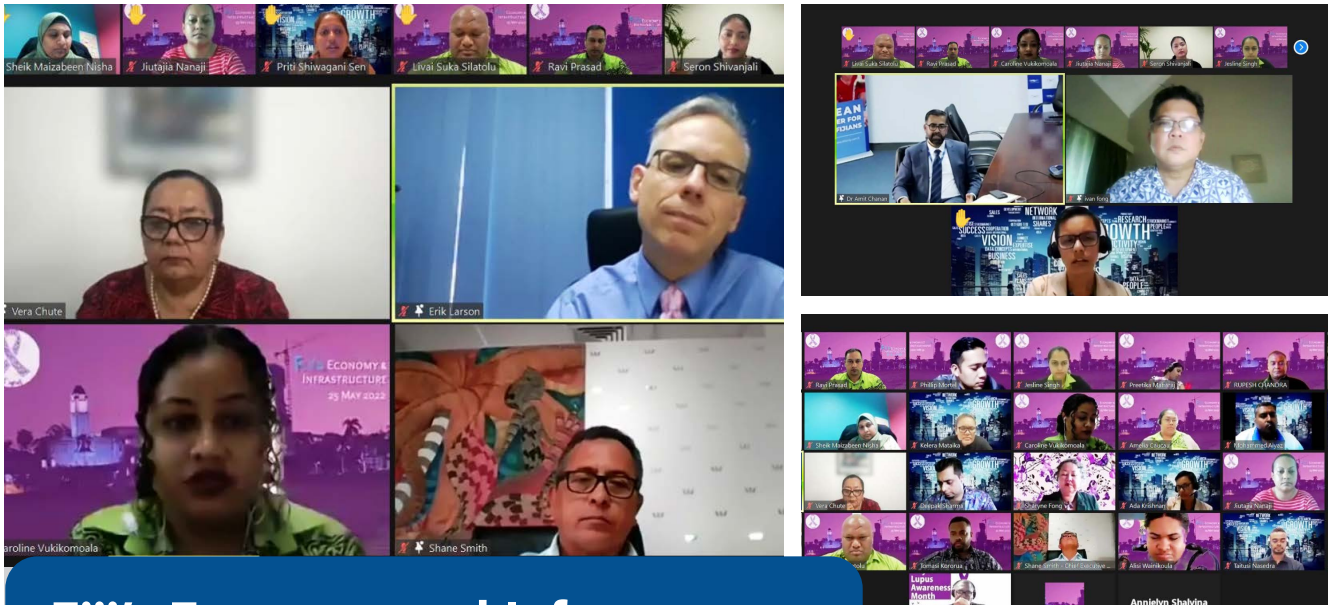
Speakers: Brent Hill – CEO, Tourism Fiji; Fantasha Lockington – CEO, Fiji Hotel and Tourism Association; Mereseini Baleilevuka - Chief Operations Officer, Freebird Institute Ltd; Damend Goundar - Managing Director, Tour Managers Fiji; Cynthia Rasch - General Manager, Port Denarau Marina; Sharun Ali (LF2008) - Senior Manager, Safety, Security and Quality, Fiji Airways; Anna Morris - Reservations and Service Culture Development Manager, Fiji Airways; Ravi Prasad (LF2022) – Manager Operations, Denarau Operations Corporation Limited; Steven Buksh (LF2021) - Operations Manager, Honey Dew Farms; William Work - Assistant Resort Manager, Wyndham Resort; Jason Tutani (LF2012) – Park Manager, Sigatoka Sand Dunes National Park.

Brief: The Tourism industry is one of the most important drivers of economic growth in Fiji, but it has its own challenges and difficulties. This two-day tour gave the participants a good opportunity to see what happens behind the scenes.

Lessons Learnt: The speakers for this session provided an overview of the tourism industry, the functions of their respective agencies and shared some strategic leadership traits. The participants also heard from some key players and service

providers that provided an insight into the recovery of the sector post pandemic. One of the most important lessons was that diversification will help the industry to be resilient to external impacts. It is crucial that the experiences and challenges faced by the sector is documented so that it can be used to learn and improve for future events. All stakeholders including government, either via multilateral or tripartite partnership, need to take ownership of efforts to diversify the sector, which will lead not only to a resilient tourism industry, but enhance the resilience of Fiji's overall economy.





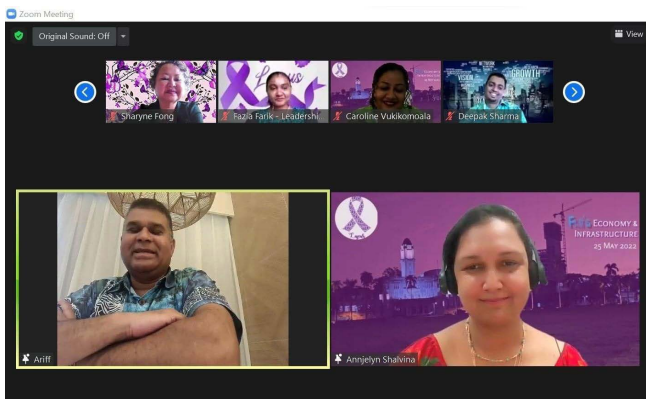
Fiji's Economy and Infrastructure Duty Group: Team Taura Tale

Speakers: Ben Bingham - Retired Advisor to International Monetary Fund and Asian Development Bank Country Director to China; Honorable Aiyaz Sayed-Khaiyum - Attorney General, Minister for Economy, Civil Service and Communications, Housing and Community Development; Ariff Ali – Governor, Reserve Bank of Fiji; Shane Smith - CEO, Westpac Fiji; Vera Chute - Managing Director, Value City Ltd; Professor Erik Larson – Chairman, Kinetic Growth Fund Ltd; Dr Amit Chanan – CEO, Water Authority of Fiji; Ivan Fong (LF2002) – CEO, Amalgamated Telecom Holdings Ltd.

Brief: The objectives of this session were to provide an understanding of the components that have aided in shaping Fiji's economy and to be more aware of Fiji's economical position in the Pacific region. This session also looked at the opportunities and challenges of Fiji's economy from the perception of the private and public sector.

Lessons Learnt: In this session, the participants gained a better understanding on the decisions involved with national economic development, the impacts of regional and global activities on

Fiji's economy and the significant role of the central bank and financial institutions. Another learning was on the importance of the private sector in improving Fiji's economy by tapping into the vast opportunities, capabilities and resources needed for successful entrepreneurship. The session concluded with perspectives from two major infrastructural systems in Fiji; water and telecommunications. The cohort was able to better appreciate that a sustainable economy should not only be measured by financial growth but also supply and access to better standards of living, education, and health.



Source: UK in the South Pacific Facebook Page. LF2022 Participants invited to be part of the Queens Platinum Jubilee Birthday celebrations at the British High Commissioners residence.



Poverty and Social Welfare

Duty Group: Team Tabua

Speakers: Dr Neelesh Gounder - Senior Lecturer of Economics, School of Accounting, Finance and Economics, USP; Paserio Insimo Furivai – CEO, Housing Assistance and Relief Trust (HART); Acacia Roche (LF2020) - Program Assistant, Homes of Hope; Sureni Perera – CEO, Frank Hilton Organisation; Renu Snowsill – Director, Make a Difference Fiji; Nina Tokavou - Human Resource Officer, Frank Hilton Organisation; Pravneil Chand (LF2019) – Case Officer, Frank Hilton Organisation.

Brief: The Poverty and Social Welfare session highlighted Fiji’s economy relative to poverty in the country and its probable causes.

Lessons Learnt: The participants got to hear about housing assistance and the difficulties faced by marginalized persons due to their financial or physical status. The discussions also highlighted trials faced by teenagers and children in Fiji; the challenges in helping children with disability, and how one can make a difference in the life of an

underprivileged person. The participants also had a guided tour of the Frank Hilton Hostel where the staff explained their work and the vital role the Hostel plays in providing care and meeting the needs of children who have severe disabilities. This session taught the participants that they are agents of change that need to empower people, especially women and children to move on and up, to participate and live a fuller life in the wider community.





Etiquette Dinner

Duty Group: Team Tagimoucia

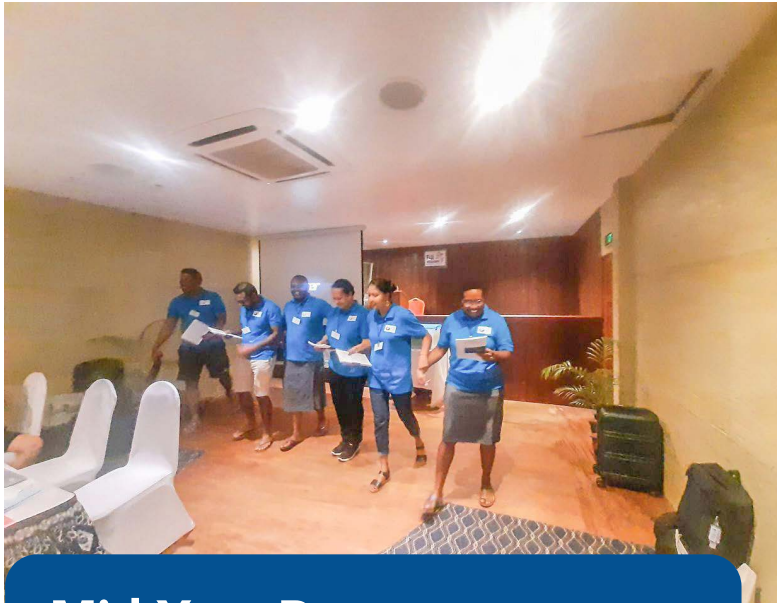
Speakers: William Parkinson – Board Chair, Leadership Fiji; Inia Ratulevu - Food and Beverage Manager, Holiday Inn Suva.

Brief: The much-anticipated Etiquette Dinner was divided into two parts, an evening of cocktail networking and a lesson on dining etiquette. This gave the participants an opportunity to network with the invited guests, the Leadership Fiji Board members and the Leadership Fiji Alumni.

Lessons Learnt: The speakers at the event provided some great tips on how to respond to invitations, how to dress and communicate with

guests and also what to do after networking at an event to make a lasting impression. Since this event was different from the usual sessions, the participants enjoyed learning about the different types of dining styles, table cutlery and the dos and don'ts of fine dining. The participants could relate to some of the difficulties and expectations of fine dining but this event proved to be a great learning experience.





Mid-Year Retreat

Duty Group: Team Tilapia

Speakers: Sharyne Fong – CEO, Leadership Fiji; William Parkinson – Board Chair, Leadership Fiji.

Brief: The LF2022 participants gathered at the Hideaway Resort, Coral Coast for their Mid-Year Retreat where they engaged in activities such as mindfulness, buddy reflections and creating personal visions.

that tested them on their creativity, teamwork and coordination and individual strengths. Overall, the retreat brought a rejuvenated spirit of teamwork, communication, and cohesiveness. It enabled the cohort to do a stock take of where they were in on their leadership journey.

Lessons Learnt: The participants were challenged to discover their 'Why' or to find their purpose. The cohort participated in a number of challenges





Environment

Duty Group: Team Tui Tui

Speakers: Dr John Leckey - Remote Sensing Branch, NASA Langley Research Center, Virginia, USA; Dr Radhika Murti (LF2007) - Director for Global Ecosystem Management Programme, IUCN, Switzerland; Kiji Vukikomoala (LF2005) - Executive Director, Fiji Environmental Law Association; Mason Smith - Regional Director, IUCN; Nunia Moko - Director, Nature Fiji-Mareqeti Viti; Teddy Fong - President, Uto Ni Yalo Trust; Amitesh Deo - Director/CEO, Waste Recyclers Fiji.

Brief: The Environment Session was an eye opener for the participants. They learnt about the environment, from rocks to space, the frameworks in place and how changes in the environment affects climate change.

Lessons Learnt: The participants were amazed by the organizations that had their work centered around valuing and conserving nature, environmental governance, and nature-based solutions. They learned that traditional methods, when combined with technology, can provide alternative ways to advance environmental

conservation in today's world. The session concluded with how everything that humans use has its place in the landfill, and how a small country like Fiji is trying to find its niche in the world of recycling.

Fiji is vulnerable to the effects of climate change and we, as an island nation, need to take immediate steps to fight this. All stakeholders including government need to take ownership of all conservation efforts to combat the effects of climate change.





Sugar, Mining and Alternative Agriculture (West)

Duty Group: Team Tagimoucia

Speakers: Ashneel Naidu (LF2020) - Plant Operations Director, Fiji Water; Shivika Sharma - Mine Human Resources Assistant, Vatukoula Gold Mine; Tobia Seru - Mining Officer, Vatukoula Gold Mine; Mosese Bogidrau (LF2015), Vatukoula Gold Mine; Parmesh Chand - Farm Owner, Nukuloa, Ba; Mike Spencer - General Manager, Rum Co and Paradise Beverages; Namrita Maharaj - Finance Team Leader, FRIENDS Fiji; Paul Forrest - General Manager, Koroipita Model Towns Charitable Trust; Raj Sharma - CEO, Sugar Growers Fund; Professor Santiago Mahimairaja - CEO, Sugar Research Institute of Fiji; Vimal Dutt - CEO, Sugar Cane Growers Council; Simon Cole - Owner, Vuda Piggery; Nigel Kavanaugh - Farm/Stock Manager, Vuda Piggery; Arif Khan (LF2017) - Founder & Owner, Vanua Chocolate; Zaheer Iqbal - Leaf Growing Division Head, British American Tobacco; Poasa Suli (LF2015) - Head of Legal and External Affairs, British American Tobacco; Satendra Reddy - Leaf Supply Chain Sustainability Chain, British American Tobacco; Chris Chand - External Affairs Manager, British American Tobacco; Tevita Vuibau - Corporate Affairs Executive, British American Tobacco; Harley Sofield - Bulaccino Organic Farm; Adish Naidu – Farmer, Sigatoka Valley.

Brief: The western industry tour was an ideal opportunity to visit some of Fiji's Employers and key stakeholders that drive our economy. It is important we have an appreciation of the diversity of our economy and the organizations that are part of these various sectors and understand the extrinsic and systemic challenges they face.

Lessons Learnt: The trip started with participants observing the technology and safety protocols used by 'FIJI Water' in production. They then visited Vatukoula Gold Mine to learn about its operations. Next, they visited Nukuloa to gain insights into how sugarcane farming supports rural communities. The day ended with a visit to Rum Co. of Fiji to learn about the distillery operations. On the second day, there were panel discussions on the challenges faced by the sugar industry

and the work of organizations supporting underprivileged communities. The participants also visited Vuda Piggery and Vanua Chocolate Café to learn about the meat and cacao industries in Fiji.

The final day included visits to the leaf growing division of British American Tobacco, Bulaccino Organic Farm, and a farm in Sigatoka Valley. Participants learned about the processes and challenges faced by these operations, especially during the COVID-19 pandemic, and how farmers have adapted innovatively to survive.

Overall, the participants left having a better appreciation of the Sugar, Mining and Alternative Agriculture industries after this tour.



Education

Duty Group: Team Taura Tale

Speakers: Dr Rohit Kishore - Director, Fiji Higher Education Commission; Pauline Gucake - Principal, The Learning Centre; Analesi Tuicaumia - Director, Child Benefit Fiji; Arita Sarup - Senior Staff, Makoi Womens Vocational Centre; Laura Thomas - Training Manager, Australia Pacific Training Coalition; Damian Bruty - General Manager, British American Tobacco.

Brief: The objectives of this session were to provide an overview of education in Fiji, examine the challenges faced in addressing education needs in Fiji and identifying opportunities for the sector.

Lessons Learnt: The participants were able to understand the role of the Fiji Higher Education Commission and how it has changed over the years to ensure that quality and relevant education is offered by higher education institutes. The Leaders Lunch was a great opportunity for the participants to communicate with the speaker outside a classroom type learning environment and understand how to develop as an individual and a team. Further discussions were on how community initiatives in education, arts and culture play an important role in making education accessible and how early childhood development can have a positive impact on a child's growth. The session concluded with looking into vocational education development in Fiji and how it supports professional jobs. The participants were also able to learn the challenges faced in the education sector, some of these being online teaching, standardized curriculum and lack of resources and talent.

One of the key takeaways from this session was that it is important to up-skill both vocational and professional sectors to ensure that we can meet the needs of our communities and the future generation. It is also equally important to invest in early childhood education so that we have better leaders in the years to come. One size does not fit all, so we should also encourage and support students to identify and develop their own unique skills and talent.





Health
Duty Group: Team Tabua

Speakers: Hon. Dr Ifereimi Waqainabete - Minister for Health; Murgessan Pillay (LF2007) - CEO, Oceania Hospital; Dr Shanjivan Padarath - Trainee Internship Coordinator, Fiji National University; Inoke Bainimarama (LF2004) – Chief Communications Officer, Oceania National Olympic Committee & Volunteer - Fiji Cancer Society; Liz Maki (LF2009) - Founder, Liz Fitness; Taniela Rasavuka - Nurse Unit Manager, St Giles Hospital.

Brief: A healthy individual is healthy in all aspects, be it physically, mentally or spiritually. There will not be a healthy population if individuals are unhealthy, and they cannot take on the challenges to succeed in all facets be it in their home, community or the global platform.

prevent or halt its development and progression. Inspiring insights from two Leadership Fiji Alumni brought to light different sides of the health care spectrum and also how as leaders one can give back to the community and also actively contribute in organizations.

Lessons Learnt: The participants learnt how the Health Ministry is working on the Sustainable Development Goals (SDGs) specifically SDG Goal 3 on good health and well-being. This was followed by an understanding of the operations of private hospitals, particularly with funding and branding of the facilities. The impact of NCDs in Fiji and the Pacific and its contributing factors left every participant a bit shell-shocked and definitely gave them food for thought on how to try and

This session concluded with a site visit to the St Giles Psychiatric Hospital. Participants got an opportunity to listen to the Clinical Nurse Educator and Nurse Unit Manager on the types of cases presenting to the Hospital and additionally the other services provided at the facility. Several lessons came to light during this session, however the most important one resonating was that “Health is Wealth”.





Fiji and the World Duty Group: Team Tilapia



Speakers: Jonetani Tagivetaua - Head of Oceania Bureau, Ministry of Foreign Affairs; Paul Welsh – Deputy High Commissioner to Fiji, British High Commission; Rebecca Owen - Acting Deputy Chief of Mission, US Embassy, Suva; Viliame Bovoro - Senior Advisor Policy, Pacific Islands Forum Secretariat; Cathy Wong (LF2008) - Director Physiotherapy, Suva Physio Centre; Ambassador Solo Mara - Secretary General, Pacific Islands Development Forum.

Brief: This session provided an overview of the current links and relationships Fiji has regionally and globally. The participants got to learn about key policies and agreements in place for Fiji.

Lessons Learnt: The participants gained a better insight into Fiji’s international relations policy, the strategies utilized to repair and maintain long term relationships and the importance of Fiji’s relationships with its foreign partners. A great learning for the participants was the information on how overseas missions support Fiji in many areas. This relationship with the Pacific is important especially in the fight against climate change impacts, establishing a Blue Economy, and peacekeeping duties.

Participants also got a better understanding of the roles played by Pacific Island Development Forum and Pacific Island Forum Secretariat and in particular the emphasis placed on the 2050 Strategy for a Blue Pacific Continent. One of the key lessons from this session was that while Fiji has opened up its doors to the world through short and long term diplomatic relationships, these ties are vital to ensure Fiji and the Pacific remains an important voice on the global stage in the efforts to raise long standing issues such as climate change.





Go North

Duty Group: Day 1-Tui Tui Day 2-Tagimoucia Day 3-Taura Tale Day 4-Tabua

Speakers: Laisa Bale (LF2003) - North Trip Tour Guide; Manieta Tasere – Director North, Fiji Pine Limited; Justin Hunter – Founder, J.Hunter Pearls Fiji; Ravi Changanlal – President, Savusavu Chamber of Commerce; Annie Simpson – Owner, LIA café, Savusavu; Dr Richard Markham – Owner/Director, KokoMana; Paul McDonnell – Operations Head, J.Hunter Pearls Fiji; Sailosi Ramatu – Village Elder, Vunidogoloa/Kenani; Vesi Simpson – Owner, Kula Palms Fiji; Kitty - Operations Manager, Jean Michel Cousteau Resort Fiji; Jonathan and Stephanie Batisarisari, Waka Family – Owners, Waka Family Fresh Tea and Coffee; Kamlesh Kumar (LF2010) – Station Officer, National Fire Authority Labasa; Josua Cokanasiga - Acting sub-officer, National Fire Authority; Navin Charan – Productions Mill Superintendent, Fiji Sugar Corporation, Labasa Mill; Michael Faktaufon - General Manager Fiji Sugar Corporation, Labasa Mill.

Brief: The North Tour was an ideal opportunity to examine and understand the challenges faced by businesses in the North. It also provided a chance to identify potential growth opportunities. Whilst development and growth opportunities remain a priority for individuals and organisations, this tour made it essential for the group to look at development from a sustainable perspective in view of the adverse impact of climate change, particularly on the displaced community of Vunidogoloa.

Lessons Learnt: Participants were able to gain firsthand insight on industry operations, have a better understanding of how these organizations function, what they contribute to Fiji’s economy and the challenges they face; including the impact of climate change. COVID-19 wreaked havoc on Fiji’s service/ tourism industry and during this time, it was the primary industries that kept the economy moving.

Overall, the participants were able to look into the importance of the different farming sectors in Vanua Levu. With the changing times and demands by consumers, it is evident that businesses must become more innovative, particularly in marketing their goods and services. This is a lesson that was clearly elaborated by the Waka Family, and that is to be creative in whatever entrepreneurial endeavor one takes. Another key take-away is to have multiple streams of income and not depend on only one source, especially if you want to progress and thrive in the marketplace. Finally, as alluded to by the Speakers from the sugar mill and NFA Labasa, it is important to understand the ins and outs of an organization to better manage the operations and maximize the quality and quantity of the organisation’s output.



Participants Choice

Duty Group: Team Tilapia

Speakers: Archbishop Peter Loy Chong - Fiji Council of Churches member, Head of the Catholic Church of Fiji; Ram Bajekal - Former CEO and Group Managing Director for Flour Mills of Fiji; Sitiveni Marovia (LF2013) - Head of Centralised Lending and Financial Institutions, ANZ; Mataiasi Daulako - Member Advocacy Officer, Fiji National Provident Fund; Dr Marilyn Cornelius - Founder & Consultant, Alchemus Prime; Karen Krishnan - Invigorate Director, Fitness, Nutrition and Wellness Coach; Honorable Viliame Gavoka - Party Leader, SODELPA; Mahendra Chaudhry – Party Leader, Fiji Labor Party; Savenaca Narube - Party Leader, Unity Fiji; Honorable Aiyaz Sayed-Khaiyum – General Secretary, FijiFirst.

Brief: This session gave the participants an opportunity to select and invite speakers that they wished to hear from. The participants’ suggestions led to a very diverse speaker list, from learning about leadership in a cultural setting to leadership in the political sphere.

great insights from their experience as leaders in different roles. The participants learnt to embrace diversity and their values and work towards a common goal. They also learnt about financial planning, mental health, overall health, the impact of leaders and their actions and their right to fairly vote in any election.

Lessons Learnt: The key takeaway from this session was understanding about leadership and its evolution. The speakers shared some





Closing Retreat

Duty Group: Team Tui Tui

Speakers: Sharyne Fong – CEO, Leadership Fiji; William Parkinson – Board Chair, Leadership Fiji; Director Sufi Dean – Founding Executive Officer, Leadership Fiji; Ritesh Singh (LF2002) – CEO, Housing Authority of Fiji.

Brief: The three-day session was a reflection on the year's journey, on relationships built and planning on what to prepare for in the coming years.

Lessons Learnt: The Closing Retreat was a journey into different aspects of leadership, the challenges, and the outcomes. Talanoa Session with Resident Leader was on his personal experiences and advice to the 2022 cohort with a lot of guidance on how to succeed in life, both professionally

and personally. The retreat concluded with buddy reflections, buddy commitments and a pledge to keep each other accountable to their commitments. The Team Leader and Deputies were elected, and a promise made to always work together for a better Fiji.

The best part of the retreat was the glamor night and the musical numbers performed by the groups.





2022 Vision & 2021 Project Presentation

Duty Group: Team Taura Tale

Panelists: William Parkinson – Board Chair, Leadership Fiji; Kaitlyn Yates – Director Philanthropy, Fiji Water Foundation; Thelma Taria-Savua – General Manager, Pacific People.

Brief: LF2021 described the various challenges they had faced throughout the year as they had mostly spent their Leadership Fiji journey on Zoom and how they re-strategized their Fellows projects to reflect their Vision. There were some thought provoking discussions by the panelists which gave the group a chance to relook at their activities for their Fellows projects.

LF2022 also presented their Vision and Manifesto. The presentation included all the projects and activities carried out by the participants in 2022 as part of their graduate program and their

proposal for the Fellows. LF2022's focus was on environmental issues and the importance of building resilience in communities. The panel critically analysed the proposal and gave some good advice while wishing LF2022 the best with their Fellows.

Lessons Learnt: Both LF2021 and LF2022 were challenged to move out of their comfort zones and aim higher. The participants realized that the Fellows was about taking risks and starting from the ground to develop a project that is meaningful, impactful and aligns with their Vision.





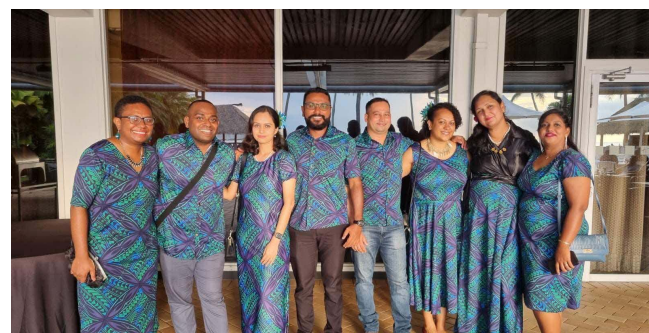
Graduation
Duty Group: Team Tagimoucia

It was an evening of excitement as nine months of intensive learning and “discomfort” culminated in the graduation of the LF 2022 participants. Leadership Fiji Chairman, Mr. Parkinson, in his welcome address congratulated the participants and commended them for building 3 houses for the Koroipita project during the year. 10 out of the 12 houses built in Koroipita this year was built by members of the Leadership Fiji alumni and graduates. The Chairman further encouraged all past and present graduates to “pay back” to Leadership Fiji to help the organization continue its objectives and develop quality leaders in Fiji. He emphasized the importance of giving back and highlighted some of the ways in which the Leadership Fiji Community Fund has assisted communities.

The Chief Guest, H.E. Ms. Charlotte Darlow, New Zealand High Commissioner to Fiji, also congratulated the participants and shared experiences of her leadership journey throughout

her career. She advised the graduates that as leaders you should trust your abilities, trust your team and do not shy away from making tough decisions. Ms. Darlow also shared that leaders may not always succeed all the time and that every opportunity is a learning opportunity.

Later in the evening, the 28 graduates received their certificates and shared their song “Bounce Back” which they had composed based on their 10 year vision for Fiji. The elected Team Leader and LF2022 representative to the Board, Dr Deepak Sharma, delivered his vote of thanks by thanking all the pioneers of the Leadership Fiji program, the Chief Guest, partners and family and friends. He challenged the graduates to exceed expectations for the fellows project and that anything was possible but “only together”. The night’s festivities ended with the graduates celebrating their Leadership Fiji journey with the board, alumni, guests, families and friends.



HER EXCELLENCY, MS. CHARLOTTE DARLOW, NEW ZEALAND HIGH COMMISSIONER TO FIJI

2022 GRADUATION KEYNOTE ADDRESS

The graduating class of 2022 was privileged to have the presence of Her Excellency, Ms. Charlotte Darlow, the New Zealand High Commissioner to Fiji, at their graduation.

Ms. Darlow acknowledged the presence of the Deputy British High Commissioner to Fiji, His Excellency, Mr. Paul Welsh, and his wife together with the members of the Leadership Fiji Board and Alumni before going further in her address. She went on to share her experiences and emphasized about the importance of balancing your professional and personal life, and making efforts to ensure it works. She drew experiences from her past work assignments that had been outside of New Zealand, and at times for certain periods away from her family. She added that finding the right balance is the key in such circumstances.

Whilst sharing about her background education and career journey, Ms. Darlow stated that she did not really have a planned career path, but had had many professional opportunities working in areas of climate change, oceans, regional security, and also being a lead negotiator in a few. She stressed that she personally took each opportunity as a chance to learn as much as possible.

With regards to formal education, Ms. Darlow has a Bachelor's degree in Theater and Film, and a Master's Degree in New Zealand Literature. She went on further to share that she uses her experience and learnings from previous work opportunities together with the knowledge gained in her formal studies and applies it in her current role as the New Zealand High Commissioner to Fiji.

One important point she talked about in representing New Zealand in various global

forums and places like Geneva with several other bigger countries in attendance was that for her it was always about bringing her authenticity, credibility as a person and credibility as substance that she took with her to those roles.

In terms of advice on leadership to the graduands, Ms. Darlow shared the following pearls of wisdom: Firstly, she said the best career advice had been given to her during a talanoa session at the High Commission office in Fiji by the visiting New Zealand Foreign Affairs Minister. She had simply said that many a time with leadership opportunities, we tend to question what a leader looks like in that role, however, we need to look to our own self and 'Be more you not less you' when you are in that role. Bring your authenticity as that is what the role needs from you.

Secondly, she mentioned that the graduands should not be afraid to 'drop their balls', explaining that a lot of times we fear failure, but we should not be worried about making mistakes, but rather use them as learning platforms to work on and do better.

Before closing her address, Ms. Darlow added that the graduands should seize the opportunities that come by even if it is not in their area of qualification, and to learn as much as they can while there, as there will be times when they will need to use these learnings in future roles, but most of all to lead and take action with their authentic selves.

She summarized it all with the following statement: 'Leadership is about being able to tell your compelling story, it is being able to identify who your audience is and who you are dealing with, and being able to have an authentic voice'.

2022 COMMUNITY PROJECTS

Koroipita Project

Project dates: 3-5 June, 11-12 June and 1-3 July 2022

Activity: The participants volunteered their time and skills to build 3 houses for the Model Towns Charitable Trust, Koroipita.

Benefits:

- 3 families in need of support and housing will be able to move in to their new homes.
- This project served as a good team building exercise. The participants were also able to meet the staff and learn about the Trust's mission and objectives which has helped the participants to be advocates for this incredible project.



Donation to Frank Hilton Hostel

Project date: 16 August 2022

Activity: Essential items including food and cleaning supplies worth \$900 were donated to the Frank Hilton Hostel in Suva.

Benefits:

- The Hostel received 1-2 weeks' worth of supplies to meet the daily needs of its residents.
- The participants had a better appreciation of the work done by the staff at the Hostel and were able to learn ways to address the needs of the residents.



Dama District School and Nabua Primary School Book Drive

Project date: 15 September 2022

Activity: The participants organised a book drive and donated books, games and stationery worth about \$500 to Dama District School and Nabua Primary School in Vanua Levu.

Benefits:

- The donation will help the students with their reading and writing skills and start Nabua Primary School's library collection.
- This visit provided the participants an opportunity to connect with the communities and understand their challenges.



Golden Age Home

Project date: 29 October 2022

Activity: The participants volunteered 5 hours of their time to paint the interior section of the men's ward at the Golden Age Home, Suva.

Benefits:

- The men's ward which required painting now has a new and refreshed look.
- This project was a result of the relationship formed by Team Taura Tale during their advocacy challenge. The participants look forward to working together with the Home on future projects so that they can continue to provide a clean and safe environment and care to the residents.



2022 ADVOCACY CHALLENGE

The LF2022 cohort took on advocacy challenges in their respective teams along the year. The objective of the challenges was to create awareness on the following themes and day:

- International Day for Families - *Team Tagimocia*
- World Youth Skills Day - *Team Tabua*
- World Ranger Day - *Team Tilapia*
- International Day of the World's Indigenous People - *Team Tui Tui*
- International Day for Older Persons - *Team Taura Tale*

As part of the challenge there were a wide range of activities involved, from making TV appearances, to featuring on radio talk shows as well as engaging government departments for community events and hosting online discussion with key stakeholders.

Team Tilapia were awarded the best advocacy challenge with the best plan, impactful event and media coverage. The following pages have more information on each of the advocacy themes.



Join us with Leadership Fiji 2022 Team Tabua to celebrate

World Youth Skills Day

Transforming Youth Skills for the Future

MHCC Suva | 15th July, 2022 | 9 am to 4pm

Explore about strategic importance of equipping young people with skills for employment, decent work and entrepreneurship.

Program:

- 10am - USP Pacific TAFE Speaker: Workforce Development with Skills Based Programmes
- 10:20am - USP Pacific TAFE Student Speaker: Youth Employment in Skills Development and Entrepreneurship
- 10:30am - Team Tabua Leadership Fiji Speaker: World Youth Skills Day - Transforming Youth Skills for Future
- 10:40am - USP Pacific TAFE Student Speaker: Study Experiences with Skills Based Programmes
- 10:50am - USP Pacific TAFE Speaker: Pacific TAFE Programmes for Employability Skills and Entrepreneurship

Enrol in our programmes with International Accreditation or Recognition.
Admission Requirements: Birth Certificate, ID card & Photos

Refreshments provided throughout the day!

WYSD 2022
WORLD YOUTH SKILLS DAY

WHEN: Declared at the UN General Assembly in 2014
To be celebrated every 15th July

WHY: To celebrate the strategic importance of equipping young people with skills for employment, decent work, and entrepreneurship

TRANSFORMING YOUTH SKILLS 4 THE FUTURE

PROVIDES A UNIQUE OPPORTUNITY FOR DIALOGUE BETWEEN YOUNG PEOPLE, TECHNICAL & VOCATIONAL, EDUCATION & TRAINING INSTITUTIONS, FIRM, EMPLOYERS & WORKERS ORGANIZATIONS, POLICY-MAKERS & DEVELOPMENT PARTNERS

WYSD 2022

9 AUGUST

LEADERSHIP FIJI

LIVE STREAM TALANOA TONIGHT

ON THE LEADERSHIP FIJI FACEBOOK PAGE

Link: <https://www.facebook.com/leadershipfiji/program>

Time: 7:30 pm

Host: Tikiko Korocowiri (LF2022 Team Tui Tui)

Special Guest: Mr. Simione Suvudrukotia (Principal Cultural Officer, (Taka) Ministers of Language & Culture, Ministry (Taka) Affairs)

Topic: International Day of the World Indigenous Peoples and the issues faced in the preservation and transmission of traditional knowledge.

#WeAreIndigenous



International Day for Families

Duty Group: Tagimoucia Date: 15 May 2022

Summary: Team Tagimoucia's advocacy challenge for International Day of Families 2022 was divided into three exciting challenges. The first challenge involved a Family Photo Contest for people to capture and post their best moment with their family on the Mera Matavuvale Facebook page with hashtags, #MeraMatavuvale #NoquParivaar #IDF2022. This social media challenge started on 15th May and ended on the 29th of the same month. It generated a lot of excitement from families that posted fascinating pictures of their nuclear and extended families. A \$100 cash prize was awarded to the family whose photo had the most 'likes'.

The second Challenge was called "1 Hour Digital Detox", which encouraged people to switch off all digital devices (TV, computer, phones, tablets etc.) between 7-8pm every day from 15-29 May. This was indeed a challenge for the participants who were professionals in their own capacity. Based on the evaluation summary, about 73% of the LF cohort responded to the survey and shared the challenges and effectiveness of the program. The hour was spent on playing and helping their children study, family devotion, and reading.

The final advocacy challenge involved mangrove planting at the Lami Foreshore on the 21st of May. The participants and their families were

invited to participate in protecting our coastlines and preserving marine habitats by planting 4,000 mangrove seedlings. It was thoroughly enjoyed by families, with the support of the Ministry of Forestry, BSP Life, Fiji Water, Digicel and Fiji Development Bank. The day started with rubbish picking on the foreshore, an awareness session by the Ministry of Forestry, and a compelling speech to commemorate IDF2022, by the guest speaker Ms. Patricia Naisara, Senior Legal Officer at Westpac and an LF 2020 alumni. A key takeaway from her speech was to advocate for the vulnerable and less fortunate who do not have the means to advocate for themselves.

Lessons Learnt: Families play an important role in developing individuals and communities and this Day served as a good reminder of its importance. Modernization and technology have helped families communicate more easily and openly compared to the past. However, these enabling tools can sometimes also be an impediment. The team learnt that it is important for families to spend time and engage in activities together to stay connected and have a healthy relationship.



World Youth Skills Day (WYSD)

Duty Group: Tabua Date: 15 July 2022

Summary: The theme for 2022 WYSD was “Transforming Skills for the Future.” Team Tabua created awareness by organizing two live show segments with the Fiji TV Breakfast show enlightening the audience about the importance of WYSD, hearing from industry experts about how Technical, Vocational Education and Training (TVET) courses helped them secure employment opportunities. The show was viewed by 5,000 followers. The team also collaborated with USP Pacific TAFE on a road show at MHCC, promoting WYSD with speeches on the importance of TVET skills, hearing from a sole business owner on how a TVET course on early childhood education, helped her journey from starting to transforming her daycare business. The team also offered giveaways to the public and provided refreshments with the kind compliments of United Nations Population Fund (UNFPA) and W&G Genera. USP and team Tabua spoke to about 60 members of the public about WYSD and TAFE courses.

The team was also active on social media platforms such as Facebook, Instagram and Twitter to create awareness on WYSD and their activities.

Lessons Learnt: The team learnt that TVET is well placed to help reduce barriers to the world of work, ensuring that skills gained are recognized and certified, and offering skills development opportunities for out-of-school youth and those not in employment, education or training (NEET). Once trained and certified, TVET trained students can fill roles in several industries such as but not limited to the service industry, mechanical and automotive, commercial agriculture, building and now information systems industry. Their skills can support these industries provided they are supported and enabled to grow in their skill sets.





World Ranger Day

Duty Group: Tilapia Date: 30 July 2022

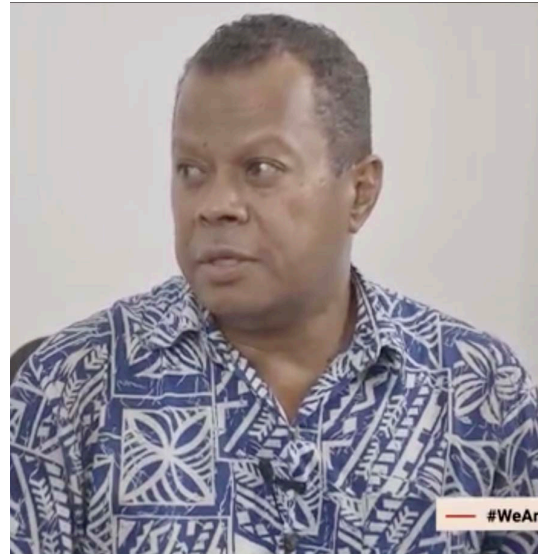
Summary: Team Tilapia was challenged to create awareness on the work of Rangers who are recognised annually on July 31 for their roles in preserving Fiji's natural heritage.

During their challenge, the team spent two weeks prior to World Ranger Day campaigning on the work that Rangers do, especially those that work for the Ministry of Forestry and the National Trust for Fiji. Working in collaboration with Rangers at the Sigatoka Sand Dunes, Colo-i-Suva National Park, Levuka Historical Museum and the Waisali Rainforest Reserve in Vanua Levu, the group raised awareness on the important work these men and women do through social media platforms and mainstream media featuring on Legend FM, The Fiji Times and FBC TV. A Facebook page, World Ranger Day by Team Tilapia LF2022, was created by the group which assisted the group garner attention to their campaign.

On July 30, the group gathered with members of the cohort at Colo-i-Suva National Park to celebrate World Ranger Day by collecting rubbish

and debris within the Park. The half day event allowed participants and their family members to walk through the 2 kilometre park road collecting waste dumped by members of the public. The participants collected three truck-loads of rubbish highlighting the need for more similar campaigns and proper disposal mechanisms which aligned with the LF2022 Vision to care and protect for the environment.

Lessons Learnt: For Team Tilapia, it was clear that both local and international Rangers were unsung heroes in the protection of forest reserves, national parks, endemic and rare species of animals and plants. The team gained a deeper respect for the work of Rangers. As a result of Team Tilapia's efforts, the Department of Forestry pledged to carry out similar celebrations to recognize local Rangers starting in 2023. The commitment made by the Department of Forestry to celebrate World Ranger Day every July 31st was a welcomed development that Team Tilapia hopes would continue for many years to come.



International Day of the World's Indigenous People

Duty Group: Tui Tui Date: 9 August 2022

Summary: This year the world celebrated International Day of the World's Indigenous Peoples on Tuesday 9th of August. This year's focus was on highlighting indigenous women's role in preserving and transmitting traditional knowledge. To mark the day, Team Tui Tui collaborated with the Ministry of iTaukei Affairs, the Fiji Arts Council and the Soqosoqo Vakamarama to promote and raise awareness of the theme.

The Team decided to have an online discussion. This Talanoa was streamed on the Leadership Fiji Facebook page. The Team also shared the official Livestream of the Ministry of iTaukei Affairs event

in Nabua to the Leadership Fiji Facebook page to increase the event's reach. This was promoted by way of posters and posts on the timeline.

Lessons Learnt: Team Tui Tui managed to learn a lot about the challenges faced by stakeholders in promoting and preserving the transmission of traditional knowledge and learnt more about the roles that women play as transmitters of this knowledge. The Team was grateful to Mr. Simione Sevudredre for sharing his knowledge on the state of iTaukei culture, the work that has been done and continues to be done in that space.





International Day of Older Persons (UNIDOP)

Duty Group: Taura Tale Date: 1 October 2022

Summary: Team Taura Tale's advocacy challenge for International Day of Older Persons was divided into five phases. In order to reach a wider audience, the Team decided to use social media to create awareness on UNIDOP. The Team was able to share content through the Leadership Fiji's social media platforms. A total of 10 posts were published between 22 September to 3 October across Facebook, Instagram and LinkedIn. This included interviews of older persons done by the Team in their families and community and getting quotes, video interview of the reigning King and Queen of the Digicel Duavata Northern Crime Prevention Carnival, updates on the Team's planned activities and information on UNIDOP from the United Nations website.

On the 23rd of September 2022, Team Taura Tale had the opportunity to appear on the Breakfast Show. The team also invited Ms. Arita Swarup, senior staff of the Makoi Women's Vocational Training Centre to talk about the free training that were on offer and the contributions of older women in the community.

Through UNIDOP, the Team learnt that an important part of growing old was preparing financially for old age and having enough savings for retirement. In partnership with Westpac Fiji, the team offered "Financial First Steps" training on basic financial literacy to thirty village elders from Colo-I-Suva Village. The training was offered

on 27 September and explored ways in which households can work together to manage their income through planning, budgeting, investing and saving.

On 30 September, team Taura Tale along with participants of Leadership Fiji 2022 cohort went to Golden Age Home in Samabula to help the residents and staff prepare for UNIDOP celebrations and donated much needed supplies to the Home. The Golden Age Home also provided an overview of their operations and on the care of older persons in Fiji.

For the official celebrations on 1 October, the team joined the residents at the Golden Age Home in Samabula to celebrate the Day with invited guests and stakeholders.

Lessons Learnt: This advocacy was a very meaningful and rewarding experience for the team as they learnt about aged care homes, recognized the contributions of older persons and examined issues that affect their lives. The team learnt that young people should start preparing for old age by looking after their health and saving for their retirement needs. It is also equally important for individuals and communities to provide support and ensure participation of older persons for they have a lot of wisdom to offer.



Leadership Fiji in 2020, established the Leadership Fiji Community Fund Committee now registered as Leadership (Fiji) Foundation, a charitable trust that manages and facilitates life-changing community developments for Fiji's communities by empowering communities to become self-sufficient and sustainable. The Foundation is now in its 3rd year of operation and is funded by philanthropists and Leadership Alumni Year groups. The foundation is operated under the direction of its board of trustees.

Board of Trustees

- Rajesh Patel, LF2002 (Chair)
- Anare Manulevu, LF2005 (Treasurer)
- Iris Low
- Maureen Penjueli
- Ritesh Ratiram, LF2017
- Thelma Taria-Savua, LF2003
- Talei Tuitoga, LF2018

Foundation facts

Total grant dispersed since inception	\$135,036.60 FJD
Total number of projects funded since inception	23
Total grant dispersed in 2022	\$44,014.36 FJD
Total number of projects funded in 2022	6

Grant thematic areas

- Child Development
- Education
- Food & Nutrition
- Animal Protection
- Development and Protection of Women and families
- Leadership Training
- Promoting Democracy, Free exchange of ideas/knowledge
- Sustainable Community Environment Projects

PROJECTS FUNDED BY LEADERSHIP (FIJI) FOUNDATION IN 2022

1. Burelevu ECE Kindergarten School Thematic area: Education

Burelevu ECE Kindergarten School located in Burelevu Village, Saivou, Ra received 20 desks and 20 chairs for their young students from Leadership (Fiji) Foundation. There was no school furniture in this kindergarten and the children sat on the wooden floor. This school is a standalone kindergarten and caters for children from different villages close to Burelevu. There are 20 young children who attend this school and one of them is a child with a disability. This project addressed the need for proper school furniture for all children in Burelevu ECE Kindergarten School to create an environment that improved student engagement and increased student performance by supporting comfort, and better posture.

LFF Grant: \$1,900.00



2. Soqosoqo Vakamarama iTaukei Thematic area: Development and Protection of Women and families

Soqosoqo Vakamarama iTaukei (SVT) were provided with concrete and building materials to construct a wheelchair ramp at their head office based in Nabua, Suva. The Soqosoqovaka Marama House (Kubulolo) provides income for the organization since it is hired out for weddings, meeting, funerals etc. Sixty percent of SVT members are elderly women with some form of disability and sadly these women were left out because the hall could not be accessed by people with disabilities.

This project enabled access for people with disabilities as well as encouraging people with disabilities to maintain their independence by being able to enter areas freely and without assistance.

LFF Grant: \$5,497.45



Source: Soqosoqo Vakamarama iTaukei - Viti Facebook page

3. National Trust of Fiji Thematic area: Sustainable Community Environment Projects

National Trust of Fiji in Sigatoka received a DJ Mavic 3 Fly More Combo drone as well as support in attaining a Commercial Pilot to operate the drone and monitor the Sigatoka Sand Dunes National Park and boundaries. With increasing climate change, the Park is vulnerable to climate hazards such as flooding, erosion, dune instability and loss of sediment to coastal beaches. The Park is also vulnerable to excessive grazing, sand mining, improper recreational activities and poor practices such as burning, improper waste management through the Sigatoka Rubbish Dump. This project assisted the National Trust of Fiji Rangers and Park Managers to use the drone to capture images to assess spread of invasives, wildfire extent, seed planting success, poaching areas, litter extent, and encroachment.

LFF Grant: \$8,620



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4. Leadership Fiji 2015 Thematic area: Child Development

Leadership Fiji 2015 is an Alumni group of the 2015 Leadership Fiji Program. The Leadership (Fiji) Foundation provided them with building materials to support the creation of two outdoor learning play area, one at Nailuva District School Kindergarten in Nagelecibi, Ra and the other one at Navesi Primary School in Udu Village, Totoya, Lau. Neither school had any play structures for the school children to play with. This project supported the creation of the school's outdoor learning area to enhance communication skills, increasing physical, mental and spiritual health for preschoolers. This project is currently ongoing and expected to be completed in June 2023.

LFF Grant: \$8,000



5. The Uto ni Yalo Trust
Thematic area: Sustainable Community Environment Projects

The Leadership (Fiji) Foundation funded The Uto ni Yalo to support the training of four Serua Province Youths (two from Serua village and two from Namaqumaqua village) on the Traditional Sailing and Environmental Stewardship program. This training was an intensive two-week training in Drua Sailing Skills and Basic Canoe Repairs carried out at the National Sailing Center in Suva. Later the two villages were given a Drua each by The Uto ni Yalo, so that their trained youths could support the locally managed marine areas within the Serua Province (villages of Navutulevu, Namaqumaqua, Serua Island and Yanuca Island). This project has empowered these villages to move away from relying on outboard motors that use fuel which is costly and not good for the environment as well as to revive and sustain traditional Fijian canoe building, sailing and navigational knowledge.

LFF Grant: \$10,000



6. Fiji Association of Sport and National Olympic Committee (FASANOC)
Thematic area: Sustainable Community Environment Projects

The Leadership (Fiji) Foundation gave FASANOC funding to produce 12 Public Service Announcements (PSA) to air on national television. FASANOC used their Athlete Champions to record the PSAs to create awareness on critical social issues prevalent in Fiji. This project addresses the key social issues of Equality, Gender Based Violence and littering which are currently faced in communities around Fiji. This Public Service Announcements are scheduled to be aired on FBC TV from March – June in 2023.

LFF Grant: \$10,000



ALUMNI PROFILES

2021-2002



48



2021 PARTICIPANTS



Aaron Ah Yuk

Communications Fiji Ltd
Digital Director



Adi Lavenia Ranadi

Rooster Poultry
Quality Assurance Manager



Akata Taito

Reserve Bank of Fiji
Senior Analyst, Financial
Inclusion and Market Conduct



Akiou Bernard Filipo Snr

Narseys Plastics Industries
Head of Department –
Graphics



Amish Patel

Jacks of Fiji Manufacturing
General Manager



Arieta Kaisevusevu

Holiday Inn Hotels & Resorts
MICE Executive



Ashna Lingam

South Sea Cruises
System and Content
Manager



Ashwin Singh

ANZ Pacific Operations
Merchant Fraud and
E-Gate Officer



Berlitta Bonny

ANZ Bank
Client Implementation
Officer



Emma Christopher

New Zealand High
Commission
Development Programme
Coordinator



Frances Namoumou

Pacific Conference of
Churches
Programme Coordinator



Inoke Kalounisiga

Knox Entertainment Pte
Limited
Director



Janice Fong

Munro Leys
Associate



Joshua Dean

The Greenhouse Studio
Senior Visual Designer



Joshua Young

Tab's Investment Pte Ltd
Sales Manager



Kalesi Volatabu

Drug Free World – Fiji
Founder



Karishma Sharan

Alpha Corporation
Pte Limited
Head of Department-
Labels



Lara Bourke

Nukubati Private Island
Office & Assistant
Manager and Scuba
Diving Guide



Leone Vokai

Great Sea Reef Divers
Owner of GSR Divers &
Dive Instructor



Leonore Naivaluwaqa

Merchant Finance Pte Ltd
Assistant Manager
Lautoka



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Paradise Beverages (Fiji)
Limited
National Sales Manager



Peni Drodrolagi

Fiji Military Forces
Psychologist/ Counselor



Rakena Patelesio

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Documentation Manager



Rima Prasad

Janty Bondwell Pte Ltd
Corporate Sales



Samuela Waqabaca

Water Authority of Fiji
Project Leader



Sanju Prasad

The Fiji Times
Chief Sub-editor



Sereima Bainivalu

WG Genera Pacific Pte Ltd
Business Development
Executive



Shazna Khan

Makoi Women's Vocational
Training Centre
Manager



Simon Peter

Westpac Fiji
Manager Call Centre



Steven Buksh

Honey Dew Farms Company
Pte Ltd
Operations Manager



Terry Sowani

Digicel Fiji Pte Limited
Social Media Executive



Tiare David

FIJI Water- Natural Waters of Viti Pte Ltd
Manager Marketing and On-Premise Sales



Yacovinaka Tabaiwalu

Lyndhurst Pte Limited
Financial Planner and Analyst (Accountant)



2021 COMMUNITY PROJECT

Despite the COVID-19 lockdowns and restrictions, the LF2021 cohort was able to carry out various community projects around Fiji. The activities were as follows:

1. LF2021 Donation:

Food/grocery packs and seedlings to residents of Jittu Estate in Suva. The total value was FJD1,000.

2. Shelter support

The group was made aware of a family from Nadi living in tents as they were unable to afford to completion of their home due to COVID-19.

The group had raised and donated approximately \$1,000 to assist with purchasing necessary materials and completing construction.

3. COVID-19 Relief Packs

The group had found that there were some families impacted due to border closures during the COVID-19 lockdown and restrictions. The families consisted of just under 30 men, women and children. These individuals travelled into Suva from Kadavu to attend a funeral in April but as a result of the border closures could not return to their homes.

Team Tui Tui pulled together bulk food packs including general grocery items, cleaning items as well as basic hygiene products.

4. Pan Pacific South East Asian Women's Association and Leadership Fiji 2021 Book Drive

In partnership with the Pan Pacific South East Asian Women's Association over 30 boxes of books were collected from the community with 15 being distributed to the Vio Island community for their children's library collection.

5. Nationwide Tree Planting

In partnership with the Ministry of Forestry, Ministry of Youth and Sports and Sigatoka Sand Dunes through a National Tree Planting Campaign the group participated in tree planting activities around the country. The aim of the project was to plant 13,000 plants in the various sites identified across Fiji including areas in the North, West and Central division.

2020 PARTICIPANTS



Abdul Ifraz

Head of Technology
ANZ Pacific Operation



Acacia Hope

Program Assistant
Homes of Hope



Ana Maria Naiveli

Accountant
Naiveli & Co Chartered
Accountants



Andre Crocker

Sub Officer-Nakasi
Fire Station



Ann Patricia Naisara

Senior Manager Legal
Westpac Bank Fiji



Arishma Lata

Finance Officer
Paradise Beverages (Fiji)
Limited



Ashneel Naidu

Production Manager
Natural Waters of Viti Pte Ltd



Brenda Fenton

Northern Outreach
Manager West
Charity Trust Society
(trading as Animals Fiji)



Dirend Sagar

Factory Manager
Pet Technology Pte Limited



Edwin Sharma

Managing Director
Tritech Joinery Solutions
Pte Ltd



Isapela Serevi

Business Development
Officer
BSP Life Insurance



Jashil Raniga

Finance Manager
The Fiji Times Pte Limited



Luisa Turaga

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Communications Fiji Ltd
Total Event Company (TEC)



Meredani Lutubula

Senior Accounts Officer
Ministry of Health



Marama Tamanitoakula

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Transam Fiji PTE Ltd



**Melanie Dean
Lobendhan**

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Melissa Harm

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Munro Leys



Mereoni Rogocala

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Plantation Island Resort



Penina Magnus

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The Fiji Times Pte Limited



Pita Whippy

Senior Sales Associates
One Agency Bayshore Fiji



Prit Chand

Manager Network Planning
& Designing
Telecom Fiji Ltd



Priya Pritika

Credit Officer
Motibhai & Company
Limited



Priya Lal

Manager Legal
Fiji Public Trustee Corporation
Limited



Ravnil Prasad

Financial Reporting Officer
ANZ Bank Fiji



Sanil Prasad

National Sales Manager
Bluescope Lysaght Fiji Ltd



Sanjay Lal

Corporate Relationship
Manager, Suva
Credit Corporation (Fiji)
Pte Ltd



Seema Kumar

Senior HR /ER Specialist
Future Farms Pte Limited
T/A Rooster Poultry



Sasha Acraman

Fashion/Jewelry Designer
Shaziah Collection, Sasha
Acraman Fiji



Shivneel Sivan

Mobile Insurance
Consultant
Tower Insurance Fiji Ltd



Viliame Vuniivi

Economist
Reserve Bank of Fiji



Whilma Smith

National Sales Manager
Digicel Fiji Limited



2020 COMMUNITY PROJECT

COVID-19 Distribution Packs

Date: July 2020

Challenges: Following COVID-19 Fijians, much like the rest of the world, were suddenly faced with hardship. There were wage reductions, hour reductions, job losses and a surge of people who, almost overnight, had no way to provide for their families and did not know where their next meal would come from. This was a situation we were all facing and despite this, we were able to pull together whatever resources we had to provide some relief where we could within our own means.

LF2020 Donation: Food/grocery packs and seedlings to residents of Jittu Estate in Suva. The total value was FJD1,000.

Northern Schools Book Drive

Date: August 2020

Challenges: During one of our sessions we were introduced to the Fiji School for the Blind. The visit touched our hearts and we were overwhelmed with emotion at the level of resilience of both the students and the teachers of the school. It was identified that their immediate needs were lawn mowers to help maintain their grounds and new specialised desks to assist the students with their learning requirements.

LF2020 Donation: The group reached out to The Merch Director and were able to secure a donation of 4 new lawn mowers and utilised the skills and business of a participant, Mr Edwin Sharma. In addition to the 4 lawn mowers the participants spent an afternoon sanding down and varnishing 10 desks that were built by TriTech Joinery (Edwin Sharma's business) to be provided to the school.

Fiji School for the Blind

Date: October 2020

Challenges: As part of the Look North session LF2020 were going to visit various schools around Vanua Levu. We decided not to go empty handed and reached out to our various networks and ran a Book Drive to help fill the various libraries and learning spaces in the villages and schools we would be visiting. We were grateful to Value City and various kind donors for the books and toys donated to support this drive.

LF2020 Donation: We made the book and toy donations to:

1. Dama District School
2. Vunidogoloa Village
3. Naidi Village
4. Nakawaga Village

LF2020 Fellows Project

LF 2020 delivered their fellows project at the height of the second wave of COVID-19 in Fiji. Lockdown challenges faced by COVID-19 inspired the group's interest to change from their initial school targets to individual homes - enabling a learning space at home. 73 desks and chairs were personally assembled by the group and distributed to selected beneficiaries. They have committed to building an additional 88 desks and chairs.

2019 PARTICIPANTS



Anish Prakash Nand

Dispatch Clerk
Agro Marketing Limited



Cama Rogo

Acting Station Officer
Nausori
National Fire Authority



Christina Choy

Manager Legal Risk
Management and Governance
Fijian Competition & Consumer
Commission (FCCC)



Devina Devi

Program Officer
Fiji Women's Fund



Dhiresk Kumar

Manager Personal Credit Fiji
Westpac Bank Fiji



Elena Civoniceva

Human Resources Officer
Narseys Plastic Industries
PTE Ltd



Hitesh Kumar

Manager Infrastructure ICT
Motibhai Group of
Companies



Joanne Sakaraia

Economist
Reserve Bank of Fiji



Josua Satavu

Manager Equities
Fiji National Provident Fund



Lanieta Gadolo

Manager HR & Admin
Ministry of Fisheries



Miriama Dinamati

Sales & Finance Manager
The Greenhouse Studio



Mohseen Khan

Managing Director
Genius Tech



Navind Kumar

GM Loans Portfolio
Credit Corporation (Fiji)
Limited



Navitalai Taka

Team Leader ISP & Transport
Telecom Fiji Limited



Onorina Likusautu

Investment Officer
Merchant Finance Limited



Pita Raiqeu

Senior Sales Consultant
Bayshore Real Estate - NADI



Pravneil Chand

Community Development
Assistance Manager
Model Towns Charitable
Trust



Ronish Kumar

Manager Warehouses and
Properties
Janty Bondwell PTE Limited



Roqiqi Korodrau

Finance Manager
Free Bird Institute



Serupepi Vularika

COVID-19 Ward Supervisor
Majuro Hospital, Marshall
Island



Shaheed Ali

Manager Operation
Support - Pacific
ANZ Pacific Operations



Shaun Corrie

Head of Business
Development
BSP Life



Shivneel Narayan

Freelance Videographer
Consultant



Shurti Kumar

Customer Wellness
Champion
Fiji Airways



Siale Yee

Senior Manager - Research &
Analysis - Fiji, Samoa, Tonga
& Cook Islands
ANZ Bank Fiji



Sulueti Cakau

Auditor Manager
Office of the Auditor
General of Fiji



Sustina Kamali

Export and Business
Development Manager
Bluescope Lysaght (Fiji) Ltd



Victoria Vollmer

Radio Host/Program Director
Communications Fiji Limited



Zohib Shah

Production Coordinator
Future Farms (PTE) Limited
T/A Rooster Poultry



2019 COMMUNITY PROJECT

Refurbished 20 foot Kitchen Container for Nuku Secondary School

Refurbished a 20 foot kitchen container, build and constructed a shelter and pathway to the school kitchen container, donated 2 x drums stoves and supply of food ration for one school term (Term 3). Project was completed in October 2020.

Sand Dunes Dry Forest Seedling Planting

Planted 20-30 dry forest seedling at Sand Dunes Sigatoka Park in November 2020.

Supported the Veilomani Food Bank

LF2019 cohort collected and donated FJD1,000+ to the Veilomani Food Bank in June 2020.

Lautoka Hospital Nursing Conference

Serupepeli Vularika organised and initiated a 3 days conference for Lautoka Hospital Nursing on Leadership by Leadership Fiji.

Supported the Bula Broads Banking Kama Sewing Club

Donated FJD800 to Bula Broads Banking Kama Sewing club to buy the materials for their Pinktober Projects in September 2020.

Wailoaloa Beach, Nadi Campaign

Shurti Kumar of LF2019 organised a beach clean up campaign at Wailoaloa Beach. The rest of the LF2019 west team supported this campaign in July 2020.

Raiwaqa Raiwai Market Day

Victoria Vollmer organised a Raiwai Raiwaqa Market Day for her community in November 2020. Food, handicrafts and entertainments were sold during the market days. This initiative was supported by Roqiqi Korodrau and Ronish Kumar of the LF2019 Cohort.

2018 PARTICIPANTS



Abele Saunivalu

Director of Audit
Office of the the Auditor
General



Ajit Narsey

IT Admin/Company
Secretary
Narsey's Plastics



Andrew Reddy

Quality & Inclusion Specialist
Market Development Facility



Annie Robinson

Manager Sales & Marketing
Fiji Times



Darren Kwan

Financial Accountant
Tower Insurance



Devika Darshani

Manager Reconciliation
ANZ Bank



Hanisivae Taito

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Ilaitia Varani

Audit Manager
Office of the Auditor
General



John Yee

General Manager
JP Bayly Trust



Kaiava Lekenaua

Sub Officer, Seaqqa
National Fire Authority



Kalolaini Ranadi

Senior Economist
Reserve Bank of Fiji



Karen Fong

Managing Director
The Greenhouse Studio



Kolora Mason

Head of Products and
Reservations
Pacific Destinationz



Marie Kid

Foundation Manager
Fiji Water



Mohammed Nawaz

Financial Controller
Credit Corporation (Fiji)
Limited



Nemani Lomata

Firefighter
National Fire Authority



Fawziyah Ali

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Pratika Kumar

Senior Accountant
Communications Fiji
Limited



Rangeeta Bali

Prouds Operations
Coordinator
Motibhai Group



Sandhea Kiran

Brewing Team Leader
Paradise Beverages



Seruwaia Mario

Business Partner, Talent &
Culture
ANZ Bank



Seymour Singh

Manager Strategic Planning
Water Authority of Fiji



Takasa Panuve

Dealer Financial Markets
Westpac Banking Corporation



Talei Tuitoga

Partner
Howell & Associates



Taniela Rararua

Senior Security Officer
Reserve Bank of Fiji



Tirath Sharma

Principal
Tirath Sharma Lawyers



Viresh Chandra

Head of Information
Technology
BSP Life



Wilisoni Naqasima

Sales and Marketing
Executive
Neptune Pacific Line



Yvette Samson

Manager Human Resources
Kontiki Finance Limited



2018 COMMUNITY PROJECT

Father Law Home

Father Law Home - Donated bedding, cleaning & gardening supplies, personal hygiene items and hosted lunch for residents at the Home.

Dama District School Book Drive

\$1,000 worth of books, stationery, learning material and teachers' aides, including a cash donation of \$300 for student field trip to Labasa. Refurbishment and stocking of the Library in 2019 as part of Fellows project.

Clothes Drive ST. Giles Hospital

Donated 15 boxes of pre-loved clothing to St Giles, 100% donation in kind from Leadership Fiji 2018 participants, and 30 volunteer hours.

Mangrove Planting Project

Planted 5,050 mangrove propagules and donated \$435 toward Mangroves for Fiji research.

Mobile Kindy

Donated stationery and learning materials, storage containers, colouring books, charts, paints, disinfectant, hand towels, books and snacks.

2017 PARTICIPANTS



Aradhana Devi
Manager
KPMG



Arif Khan
Director
Bay Shore Fiji



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



Avikali Bari
Community Policing
Coordinator
Sigatoka Police



Cornelia Smith
CRM Marketing Officer
Fiji Gas Limited



Esala Nasaroa
Principal Internal Auditor
Fiji Roads Authority



**Esther Ching Mei
Yee**
Reservations Coordinator
Pacific Centrecom



Fareesha Shah
Manager
Ernst & Young



Filipe Tikoisuva
Sub Officer
National Fire Authority



Jean Whippy
Sales Supervisor
Motibhai Group



**Kuineta Taomia
Sokimi**
Senior Actuarial Analyst
Fiji National Provident
Fund



**Merea Tofiga
Kumar**
Senior Licensed Customs
Agent
Williams & Gosling



Naomi Tove
Accounts Officer
Fijian Teachers
Association



Nasik Swami
Senior Journalist/ Team
Leader
The Fiji Times Ltd



Neel Nitin Kumar
Key Control Testing
Analyst
ANZ Pacific Operations



**Neelam K.
Sharma**
General Manager Legal
Credit Corporation



Nitesh Chand
 Manager, Hospitality
 Sales
 Motibhai Group



Niven Maharaj
 Resort Manager
 Plantation Island



Rahul Prakash
 Commercial Finance
 Manager
 British American Tobacco



**Ratu Joji
 Lewenilovo**
 Consultant
 Self Employed



Raziya Saheem
 Registered Nurse
 MIOT Pacific



Rejieli Elaise
 Senior Manager,
 E-Chanei Retail
 Bank of the South Pacific



Ritesh Ratiram
 Manager Operations
 Star Printery



Rokowati Crocker
 Qualified Fire Fighter
 National Fire Authority



Semi Turaga
 Journalist/News Presenter
 Communications Fiji Ltd



Sunil Kumar
 Social Enterprise Team
 Leader
 Homes of Hope,
 Fiji



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



**Timoci
 Tovomaiwai**
 Resort Manager
 Uprising Beach Resort



**Veilawa
 Rereiwasaliwa**
 Head of Transformation &
 Deputy Head of Retail
 ANZ Bank



Viliame Waqalaivi
 Training Manager
 BSP Life



Virisila Lidise
 Associate Solicitor
 Young & Associates



Yogeeta Raj
 HR Manager
 Mark One Apparel



**Yogendra
Gounder**

Team Leader, Brewing
Paradise Beverages



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



Isoa 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
Matakibau**
Business Accounts
Manager
BSP Bank



Navin Raj
Executive Director
Fiji Institute of
Accountants



**Nilesh Sanjay
Chand**
Manager
Motibhai



Pretty Pritika
Principal Internal Auditor
FNPF



Priya Chand
Journalist
Islands Business



Rajesh Kumar
Sales Manager, West
Motibhai



Ronal Rinesh Prasad
 Manager Finance
 BSP Life



Shakhim Sharma
 Resident Engineer
 MWH



Shavlin Narayan
 Senior Systems Developer
 Telecom Fiji Ltd



Ulamila Mocesui
 Administration Manager
 Mark One Apparel



Vhandhana Sharma
 Associate Director
 ANZ Bank



Viniana Verevukivuki
 Learning & Development
 Associate (Pacific)
 ANZ Pac Ops



Vishal Kumar
 National Sales Executive
 Total (Fiji Ltd)



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
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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
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Assistant Manager,
Business Development
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Nitesh Chand
General Manager
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Mosese Bogidrau
Technical Officer
Vatukoula Gold Mine
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Shaad Ansari
Renewable Energy
Technician
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Peter Rigamoto
Senior Legal Counsel
Digicel



Saimone Shaw
Manager Leasing
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Epeli Roko
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Feroz Ali
Training Manager
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Vikash Harikishan
Commercial Relationship
Manager
Bank South Pacific



Ryan Kennedy
Team Leader
Corporate Services
Westpac



Noni Veikoso
Senior Security Officer
Reserve Bank of Fiji



Francis Ali
Records Administrator
Reserve Bank of Fiji



**Poasa
Vasukicakau**
Senior Security Officer
Reserve Bank of Fiji



2015 COMMUNITY PROJECT

Sawani Kindergarden - donation of books, school supplies, toys, shoes.

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

Rukuruku district school - bulding of school play ground.

SPCA - donation of curtains.

2014 PARTICIPANTS



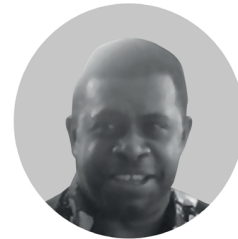
Ajay Bhan
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Allyson Heritage-Vave
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Limited



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
Commision



Taina Shankaran
 Manager Shipping
 ANZ Banking Group Limited



Timoci Vula
 Chief of Staff
 Fiji Times Limited



Tomasi Vosanibola
 Principal
 Investigation Officer
 Fiji Prisons and
 Corrections Services



Waisale Iowane
 KPMG



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



Manuelli Daurewa
Senior Engineer
TOTAL (Fiji) Limited



Mareta Fong
 Manager Financial
 Analysis & Planning
 Global Loans & Markets
 Pacific
 ANZ Banking Group
 Limited



Milinia Naituyaga
 Senior Flight Attendant
 Fiji Airways Limited



Nilesh Chand
 Finance Manager &
 Company Secretary
 Pacific Islands
 SCA Hygiene Australasia
 Limited



Sitiveni Marovia
 Manager Corporate
 Responsibility, Micro
 Finance & Rural Banking
 ANZ Banking Group
 Limited



Tamara Smith
 Editorial Operations
 Manager
 Fiji Times Limited



Teuila Lockington
 Custom Agent
 William & Goslings
 Limited



Vijesh Prasad
 Head of Customer
 Operations & Finance
 Digicel 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
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Williams & Gosling Ltd



Alex Elbourne
Legend FM Programs
Director
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Anabel Ali
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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
Relationship 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 Ocer
Administration
Sugar Cane Growers
Fund



Ritesh Sharma
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Manager
Pleass Global Ltd



Sanjeev Oddyar

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Motibhai Group of
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Shamita Prakash

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Shayne Sorby

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Munro Leys



Shivniel Chand

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Total Fiji Limited



Sina Suliano

Project Officer
Adventist Development
Relief Agency



Sue Lealea

Conference & Event
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Holiday Inn Suva



Usa Kalim

Team Leader – Tellers
Westpac Banking
Corporation



Vinal Singh

Manager IT
Total Fiji Ltd



Will Osborne

Business Relationship
Manager
Bank of the South Pacific



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
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Reserve Bank of Fiji



Camari Turagarua
Manager
BSP Life



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Williams & Gosling Limited



Eleanor Tabakucoro
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Avis Fiji



Fehrial Afzal
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Jeetesh Kumar
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Joseph Howard
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Maureen Nisha
Reservations Supervisor
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Mereia Rasiga
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Mission Empowerment Solo West



Mohinesh Prasad
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Neera Lal
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Rajnesh Kumar
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Ronald Singh
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Ronil Singh
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Sharon Narayan
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Snehal Morris
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**Sowani
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Tavite Ragogo
Transport Business
Proprietor



Tevita Gade
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**Theresa
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Vijay Varma
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Communications Fiji
Limited



**Vilisoni
Qalobogidua**
Senior Properties Officer
ANZ Banking Group



2011 COMMUNITY PROJECT

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
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Claims
Motibhai & Company
Limited



Mele Marafono
Head of Banking
Operation
Bank South Pacific



**Priyanka
Damodran**
Operations Admin
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**Nirenjeev Nishant
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Asha Ali
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Angeleena Pala
Analyst
Asian Development Bank



Devend Ram
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Marketing
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**Ropate
Daucakacaka
Pareti**
National Fire Authority



**Shainesh Vikash
Lal**
Sugar Cane Growers
Fund



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& FM96 Mid Morning
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Kamlesh Kumar
Fire Officer
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Vijayeeta Raj
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Akhtar Ali

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Coordinator
Fiji Electricity Authority



Amit Kumar

Credit Officer
Williams & Gosling Ltd,
Nadi Airport



Satish Narayan

Project Manager
Saraswati Development
Unit



2010 COMMUNITY PROJECT

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

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Laisiasa Dave
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Elizabeth Maki

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Faiyum Ali

Manager & Compliance
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Gokul Naidu

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Ilaitia Tuinamoala

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Jason Li

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Jone Tupou Nawaikula

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Lailanie Burnes

WorldMark Wyndham



Losana T Ah Yuk

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The Late Mili Naivanawalu

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Nancy Tikoisuva
The Office of the
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Nilkant Lal
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**Ravinesh
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**Rosa Johansen-
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Rosini Ravono
Ministry of Health



**Rouhit Karan
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Stella Tiko
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Tupou Halofaki
Bank of the South
Pacific



**Verenaisi Tuvuki
Raicola**
The Fiji Times Ltd



**Viliame
Tuinamoala**
System Officer
Reserve Bank of Fiji



2009 COMMUNITY PROJECT

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 wheel-chairs 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
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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 Prison



Jainine Penjueli
Marketing Manager
Westpac



Jignesh Pala
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Kavekini Digitaki
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**Melvin Hong
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Nilesh Kumar
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Pauline Kostatino
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Transformation
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Praveen Maharaj
Senior Lecturer,
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Fiji National University



Romana Andrews
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Roneel Lal
News Reporter
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**Rupeni
Silimaibau**
Head, Strategic Business
Development
The Digital Group



Seci Taleniwase
Manager - Exports
Proceeds Monitoring
Reserve Bank of Fiji



Sharun Ali
Manager Quality &
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Air Pacific



Shusendra Singh
Supply Chain Manager
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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



2008 Community Project

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 Naivolosiga
Operations Dept, Suva
National Fire Authority



Keshni Krishna
Resort Accountant
Wyndham Vacation
Resort



Murgessan Pillay
Financial Controller
Finance Division
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**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
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Rick Eyre

Commercial Manager
West
Williams & Gosling Ltd



Rowena Erasito

Senior Manager Human
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Reserve Bank Fiji



Shiروف Khan



Tevita Yasawa

Head of Project Office
BSP



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 prisons 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 costing \$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

Management Accountant
Bendigo & Adelaide Bank



Rakesh Lal

Finance Manager
West



Liliana Pareti

Project Manager
Reengineering
ANZ Pacific Operations



Ronald Rama

IT Manager
British American
Tobacco



Nanise Rokobiri Tabua

Assistant Denerau
Corporation



Nitendra Kumar

Manager Property
Development &
Management
Carpenters Properties
Limited



Saranjit Singh

Manager Finance
ANZ Pacific Operations



The Late Dr Siddarth Naidu

General Practitioner



The Late Wilisoni Kurusiqla

Director Public
Prosecution's Office



Timoci Nakaruru

National Fire Authority



Margaret Logavatu

Programme Manager
AusAid



Peter Paul Fatiaki

Head of Life Operation
BSP Life



Paula Lesubula Tafua



Glenis Yee

Munro Leys



Charles Taylor

Legend FM
Programme Director &
News Business
Development Manager
Communications Fiji
Limited



Duri Buadromo
 Assistant Manager
 Financial Systems
 Development
 Reserve Bank Fiji



**Alanieta
 Vakatale**



Shaheen Asgar
 Eyesight Optometrist



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

Solicitor
BSP Life



Anand Kumar



Deepika Lodhia



Anare Manulevu

Senior Manager, Audit
KPMG



Dinesh Chand

Systems Engineer
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**Dr Bainato
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Division Dental Officer
Ministry of Health



Grace King

Finance, Administrator
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Asia Development Bank



**Benjamin
Seduadua**

Resort Owner and
Director
Rendezvous Stuff and
Dive Resort Fiji



Henry Brown

Assistant Police
Commissioner
Fiji Police



Ishwari Shankar



Randhir Singh

Inspector
Fiji Police Force



Jodiann Smith Ali

Manager Human
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Westpac



Sarita Harish

Lecturer in Education
University of Fiji



Merelita Isimeli

Manager PR and
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**Salome
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Manager Human
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ANZ, Samoa



Mildred Wade

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Yellow Pages



Savenaca Ralagi

Manager PR and
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Post Fiji Limited



**Rameshwaran
Nair**



Semi Leweniqila

Principal
Leweniqila Baristers
and Solicitors



Sharvind Kumar

Manager Imports / IT
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Williams and Gosling Ltd



Tevita Mau

Manager
Post Fiji Limited



Sharyne Fong

Executive Manager
BSP



Umesh Prasad

Manager Finance &
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Fiji Rugby Union



Timoci Motokula



**Yengteshwar
Naidu**



2005 COMMUNITY PROJECT

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
- In October 2010 Friends of Hilton funded the installation of internet connection for the Suva based. Fiji Crippled Children Society institutions, Hilton Special School, Hilton Hostel and the Society Office.

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 Gavid
Senior Education Officer
Ministry of Education



Asishna Prasad



Nilesh Patel
Owner
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Radika S. Karunaratne
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Anna Padarath
Fiji Womens Rights
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Inoke Bainimarama
Head of Marketing,
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Praveen Singh



Peni Tora
Senior Manager
Ernest and Young
Chartered Accountants



Malti Kumar



Kitione Nadaro



Nemani Ligadua
Assistant
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Satya Nand
Programmes Director



Shamim Khan
Manager International
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ANZ Pacific Operations
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Unise Cawaru
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Accountant
SPC



**Anthony
Tavutavuvanua**



Viliame Bulewa



Ian Lee

2003 PARTICIPANTS



David Dudley
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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
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Laisa Bale



**Isiromi
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Chief Executive Officer
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Marcus Hill
Photographer
Islands Development



**Pita
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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/sDirector
Opporto Sylvia Park
Restaurant



Willie Kwong

Principal Auditor -
Team Leader Large Int
Fiji Revenue & Customs
Athority



Tarai Kamikamica

Corporate Services
Manager



Terence Low

Chief Executive Officer
ANZ, Kiribati

2002 PARTICIPANTS



Arshad Daud
Manager Director
Midlink Marketing



Jiuta Wakolo



Autiko Loulou
Manager Planning
Telecom Fiji



**The Late Malakai
Veisamasama**
Programme Director
Viti Fm



**Eseta
Nadakuitavuki**
Retail Area Manager
East
Westpac



Marica Hallacy



Filimoni Vosarogo
Senior Associate
Vakaloloma & Associate



**Mohammed
Maqbool**
Sales Representative
BSP



Ivan Fong
Manager - Interconnect
& Regulatory
Telecom Fiji



Meli Nacuva



Rajesh Patel
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
Uluinaceva**
General Manager
Business Sales



Vineeta Nand
Political & Communicati
Advisor British High
Commission



Sanjay Maharaj



Waisea Tuidraki

Administrator
Sigatoka
Lautoka Town Council



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 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 organisations assisted by providing facilities and other services. The Board would like to extend its appreciation to all those friends of the program listed below.

Adish Naidu	Jean-Michel Cousteau Resort
Anchorage Beach Resort	KokoMana
ANZ	Koroipita Community, Lautoka
British American Tobacco	Kula Palms Fiji and Vesi Simpson of Kuladrusi
British High Commission Fiji	Laisa Bale, LF2003
Bulaccino Organic Farm	Motibhai Group
Communications Fiji Limited	Nasau Resort and Villas
Confucius Institute, USP	National Fire Authority, Labasa Station
Crusoe's Retreat	National Trust of Fiji
Daku Resort	New Era Cafe
Dama District School	Office of the President of Fiji
Denarau Corporations Limited	Paradise Beverages
Eco Clean	Parmesh Chand
femLinkPacific	Parmod Enterprises
Fiji Airways Aviation Academy	Prasad Family in Savusavu
Fiji Hideaway Resort and Spa	Port Denarau Marina
Fiji Link	Ramada Suites by Wyndham Wailoaloa Beach Fiji
Fiji Pine – Lekutu	Smugglers Cove
Fiji TV	St Giles Psychiatric Hospital
Fiji Water	Sunbeam Transport
Frank Hilton Hostel	Tanoa Waterfront Hotel
Fresh Tea+Coffee and Waka Family	The Fiji Times
FSC Labasa Sugar Mill	Tourism Fiji
Grand Eastern Hotel	Vanua Chocolate Café
Holiday Inn Suva	Vatukoula Gold Mines Limited
HoneyDew Farms Recycling	Vera Chute
Interlink	Vuda Piggery
Island Business	Vunidogoloa Settlement
iTaukei Trust Fund Board	Wyndham Resort, Denarau
J Hunter Pearls	

The Board would 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.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

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LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

In accordance with a resolution of the Board of Directors, the Directors of Leadership Fiji Limited (the Company) submit herewith the statement of financial position as at 31 December 2022, the statement of cash flows, the statement of profit or loss and other comprehensive income and the statement of changes in equity for the year ended on that date and report as follows:

Board of Directors

The following were Directors during the financial year and up to the date of this report:

William Parkinson - Chairman	Kevin McCarthy
Elvin Lal	Nancy Loaloa
Fatima Sufi Dean	Neelam Sharma - Secretary
Avaneesh Raman	Malakai Naiyaga

Principal Activity

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

Results

Operations for the year ended 31 December 2022 resulted in a net deficit of \$25,966 (2021: surplus of \$42,420) after providing for income tax expense of \$Nil (2021: \$Nil).

Doubtful Debts

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain that action had been taken in relation to writing off bad debts and the 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.

Non-current Assets

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain whether any non-current assets were unlikely to be realized in the ordinary course of business compared to 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 that they might be expected to realize.

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

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTORS' REPORT *continued*
FOR THE YEAR ENDED 31 DECEMBER 2022

Events Subsequent to Balance Date

There has not arisen in the interval between the end of financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in the subsequent financial year.

Related Party Transactions

All related party transactions have been adequately recorded in the financial statements.

Unusual Transactions

In the opinion of the Directors, the results of the operations of the Company during the financial year were not substantially affected by any item, transaction or event of a material unusual nature, nor has there arisen between the end of the financial year and the date of this report any item, transaction or event of a material unusual nature likely, in the opinion of the Directors, to affect substantially the results of the operations of the Company in the current financial year, other than those reflected in the financial statements.

Other Circumstances

As at the date of this report:

- (i) no charge on the assets of the Company has been given since the end of the financial year to secure the liabilities of any other person;
- (ii) no contingent liabilities have arisen since the end of the financial year for which the Company could become liable; and
- (iii) no contingent liabilities or other liabilities of the Company have become or are likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Directors, will or may substantially affect the ability of the Company to meet its obligations as and when they fall due.

As at the date of this report, the Directors are not aware of any circumstances that have arisen, not otherwise dealt with in this report or the financial statements, which would make adherence to the existing method of valuation of assets or liabilities of the Company misleading or inappropriate.


Auditor Independence

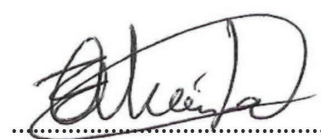
The Directors have obtained an independence declaration from the Company's auditor, Ernst & Young. A copy of the auditor's independence declaration is set out in the *Auditor's Independence Declaration to the Directors of Leadership Fiji Limited* on page 5.

Directors' Benefits

Since the end of the previous financial year, no Director has received or become entitled to receive a benefit.

This report is made on the 18th day of May 2023, in accordance with a resolution of the Directors.


.....
Director


.....
Director

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 31 DECEMBER 2022


The Directors' Declaration is required by the Companies Act 2015.

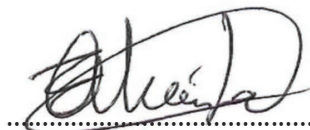
The Directors of Leadership Fiji Limited (the Company) have made a resolution that declared:

- (a) in the Directors' opinion, the financial statements and notes of the Company for the financial year ended 31 December 2022:
- i) give a true and fair view of the financial position of the Company as at 31 December 2022 and of the performance of the Company for the year ended 31 December 2022; and
 - ii) have been made out in accordance with the Companies Act 2015.
- (b) they have received declarations as required by section 395 of the Companies Act 2015.
- (c) at the date of this declaration, in the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed for and on behalf of the Board.

Dated this 18th day of May 2023.


.....
Director


.....
Director



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Level 7
1 Butt Street | Suva | Fiji
PO Box 1359 | Suva | Fiji

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AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF LEADERSHIP FIJI LIMITED

As the lead auditor for the audit of Leadership Fiji Limited (the Company) for the financial year ended 31 December 2022, I declare to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the Companies Act 2015 in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of the Company during the financial year.


Ernst & Young
Chartered Accountants


Minay Prasad
Partner
Suva, Fiji

18 May 2023



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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Leadership Fiji Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Leadership Fiji Limited (the Company), which comprise the statement of financial position as at 31 December 2022, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the 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, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2022 and of its financial performance and its cash flows for the year ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis of Opinion

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 Company in accordance with the *International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (including International Independence Standards) (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 opinion.

Other Information

The Directors and management are responsible for the other information. The other information comprises the *Directors' Report* but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated. If, based upon the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the management and those charged with governance for the Financial Statements

The Directors and management are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and the Companies Act 2015, and for such internal control as the Directors' and 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 Directors and management are responsible for assessing the Company'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 Directors' and management either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

INDEPENDENT AUDITOR'S REPORT *continued*

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 and 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 judgement 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors' and management.
- Conclude on the appropriateness of the Directors' and 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 Company'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 Company 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 those charged with governance 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



INDEPENDENT AUDITOR'S REPORT *continued*

Report on Other Legal and Regulatory Requirements

In our opinion, the financial statements have been prepared in accordance with the requirements of the Companies Act 2015 in all material respects, and;

- (a) we have been given all information, explanations and assistance necessary for the conduct of the audit; and
- (b) the Company has kept financial records sufficient to enable the financial statements to be prepared and audited.


Ernst & Young
Chartered Accountants


Minay Prasad
Partner
Suva, Fiji

18 May 2023

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	2022 \$	2021 \$
Revenue			
Sponsorship - cash	4	155,319	147,500
Participants fees and short courses		50,653	61,815
Deferred grant income		1,310	-
Sponsorship - kind	5	54,653	55,853
Corporate/organisation programs		42,685	17,392
Project admin fees		4,074	5,698
Other income		7,483	10,014
Total income		<u>316,177</u>	<u>298,272</u>
Expenses			
Operating expenses		164,430	142,451
Program expenses		134,013	80,376
Staff costs		43,700	33,025
		<u>342,143</u>	<u>255,852</u>
(Deficit)/ surplus		(25,966)	42,420
Income tax expense	6	-	-
Net (deficit)/ surplus		<u>(25,966)</u>	<u>42,420</u>

The accompanying notes form an integral part of this Statement of Profit or Loss and Other Comprehensive Income.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
Balance at 1 January	68,445	26,025
Net (deficit)/surplus for the year	<u>(25,966)</u>	<u>42,420</u>
Balance as at 31 December	<u>42,479</u>	<u>68,445</u>

The accompanying notes form an integral part of this Statement of Changes in Equity.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF FINANCIAL POSITION**AS AT 31 DECEMBER 2022**

	Notes	2022 \$	2021 \$
Current assets			
Cash and cash equivalents	7	121,994	167,873
Inventory		1,154	1,308
Trade and other receivables	8	2,630	29,618
		<u>125,778</u>	<u>198,799</u>
Non-current assets			
Held-to-maturity assets	9	9,000	9,000
Plant and equipment	10	8,427	1,441
		<u>17,427</u>	<u>10,441</u>
Total assets		<u>143,205</u>	<u>209,240</u>
Current liabilities			
Income received in advance		2,500	-
Deferred grant	13	4,188	-
Other payables	12	94,038	140,795
		<u>100,726</u>	<u>140,795</u>
Total liabilities		<u>100,726</u>	<u>140,795</u>
Net assets		<u>42,479</u>	<u>68,445</u>
Equity			
Retained earnings		<u>42,479</u>	<u>68,445</u>
Total equity		<u>42,479</u>	<u>68,445</u>

The accompanying notes form an integral part of this Statement of Financial Position.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 \$	2021 \$
Cash flows from Operating Activities			
Cash receipts from sponsors		172,819	114,649
Cash receipts from participants fees and dinner		50,653	61,815
Cash receipts from corporate/organisation programs		42,685	17,392
Cash receipts from project administration fees		4,074	5,698
Cash receipts from other activities		7,483	10,014
Payments to suppliers and employees		<u>(314,077)</u>	<u>(213,370)</u>
Net cash used in operating activities	11 (i)	<u>(36,363)</u>	<u>(3,802)</u>
Cash flows from Investing Activities			
Acquisition of plant and equipment		<u>(9,516)</u>	-
Net cash used in operating activities		<u>(9,516)</u>	-
Net decrease in cash and cash equivalents held		(45,879)	(3,802)
Cash and cash equivalent at 1 January		<u>167,873</u>	<u>171,675</u>
Cash and cash equivalents at 31 December	11 (ii)	<u><u>121,994</u></u>	<u><u>167,873</u></u>

The accompanying notes form an integral part of this Statement of Cash Flows.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1. Corporate information

Leadership Fiji Limited (the Company) is a company limited by guarantee, and not having a share capital, incorporated in Fiji. The financial statements of the Company for the year ended 31 December 2022 were authorised for issue in accordance with a resolution of the Directors on 18th May, 2023.

The principal accounting policies adopted by the Company are stated to assist in a general understanding of these financial statements. The accounting policies adopted are consistent with those of the previous year except as stated otherwise.

2. Summary of significant accounting policies

A summary of significant accounting policies adopted by the Company are set out in this note. The policies adopted are in accordance with International Financial Reporting Standard for Small and Medium-Sized Entities (IFRS for SMEs).

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the historical cost convention using the accounting policies described below and except where stated do not take into account current valuations of non-current assets.

Statement of compliance

The financial statements have been prepared in accordance with the IFRS for SMEs issued by the International Accounting Standards Board. All amounts are in Fijian dollars and are rounded to the nearest dollar except where otherwise indicated.

(b) Trade and other receivables

Trade and other receivables are stated at their cost less provision for doubtful debts. The collectability of debts is assessed at year-end and specific and general provisions for doubtful debts are made for any doubtful accounts.

(c) Plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. The following annual rates are used for the depreciation of plant and equipment:

Computer and software	25%
Office equipment	25%

Profit and losses on disposal of plant and equipment are taken into account in determining the results for the year.

(d) Held-to-maturity financial assets

Investment made by the Company in Viti Bonds have been designated as held-to-maturity. This investment has been recorded at cost with the interest earned from them being recorded as revenue.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Summary of significant accounting policies *continued*

(e) Other payables

Other payables are obligations on the basis of normal credit terms and do not bear interest. Trade payables denominated in the foreign currency are translated into Fijian dollars using the exchange rate at the reporting date. Foreign exchange gains or losses are included in other income or other expenses.

(f) Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the Company and revenue can be reliably measured. Revenue is measured when earned at the fair value of consideration received or receivable.

(g) Taxes

Current income tax

Current income tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at balance date.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the statement of profit or loss and other comprehensive income. Management periodically evaluates the position taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretations and establishes provisions where appropriate.

The Company currently has a commercial Tax Identification Number (TIN) issued by Fiji Revenue and Customs Authority (FRCS) and have paid income tax relating to 2017 and 2018 tax year in the prior periods. The Company believes this to be incorrect and has been in negotiations with FRCS and Government agencies to be designated as a non-profit organisation status to be exempt from paying income taxes. FRCS has confirmed that since their designation is non-profit organisation and their income is exempt, there is no obligation to pay income tax and filing obligation will be closed from 2022 onwards.

(h) Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less. For the purpose of statement of cash flows, cash and cash equivalents consist of cash and short-term deposits as defined above.

(i) Inventory

Inventories consist of banners purchased during the year. Inventories are measured at the lower of cost and net realisable value. The cost of the inventories includes expenditure incurred in acquiring the inventories and bringing them to their existing location and condition.

(j) Share capital

The Company was incorporated under the Companies Act, Cap 247 and is a company limited by guarantee, and not having a share capital.

(k) Comparatives

Where necessary, comparative figures have been re-grouped to conform to changes in presentation in the current year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*

FOR THE YEAR ENDED 31 DECEMBER 2022

2. Summary of significant accounting policies *continued*

(l) **Deferred income**

Property, plant and equipment acquired with the aid of specific grants or through donations are capitalised and depreciated with the related grant being credited to deferred income (for donated assets). Deferred income is released to the statement of profit or loss and other comprehensive income over the expected useful economic life of the related property, plant and equipment. The exception to this is when the acquisition of property, plant and equipment is financed either through the Organisation's own funds or a loan or finance lease when no revenue is deferred.

(m) **Release of deferred income**

Release of deferred income is recognised when the donated asset is depreciated over its useful life.

3. Significant accounting judgements, estimates and assumptions.

The preparation of the Company's financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenue, expenses, assets and liabilities, and the disclosure of contingent liabilities at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future.

Judgments

In the process of applying the Company's accounting policies, management has made the following judgments, apart from those involving estimations, which has the most significant effect on the amounts recognised in the financial statements:

Estimations and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have a significant task of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are discussed below:

Impairment of non-financial assets

The Company assesses whether there are any indicators of impairment for all non-financial assets at each reporting date. Non-financial assets are tested for impairment when there are indicators that the carrying amounts may not be recoverable.

Depreciation

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets. The residual values, useful lives and methods of depreciation of plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued***FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022	2021
	\$	\$
4. Sponsorship - in cash		
The following sponsorships in cash were utilised during the year by the Company:		
Australia & New Zealand Banking Group Limited	-	15,000
AVI Pacific People	2,500	2,500
Bank of South Pacific	5,000	5,000
Bluescope Fiji Limited	10,000	10,000
British American Tobacco	10,000	15,000
BSP Life (Fiji) Limited	5,000	5,000
Credit Corporation Limited	10,000	10,000
Paradise Beverages (Fiji) Ltd	15,000	-
Westpac Banking Corporation	10,000	-
Digicel Fiji Limited	2,500	-
Munro Leys	10,000	10,000
Fiji Water Foundation	55,319	55,000
New Zealand High Commission	20,000	20,000
	155,319	147,500
	155,319	147,500
5. Sponsorship - in kind	\$	\$
The following sponsorships in kind were utilised during the year by the Company:		
Communication Fiji Limited	10,000	10,000
Digicel Fiji Limited	2,500	1,200
Eco Clean Fiji	2,500	2,500
Greenhouse Studio	10,000	10,000
i-Taukei Land Trust Fund	2,500	-
Holiday Inn	14,653	14,653
Motibhai & Company Limited	5,000	5,000
Quality Prints Limited	2,500	5,000
The Fiji Times Limited	5,000	5,000
Unwired Fiji Limited	-	2,500
	54,653	55,853
	54,653	55,853
6. Income tax		
The Company currently has a commercial Tax Identification Number (TIN) issued by Fiji Revenue and Customs Authority (FRCS) and have paid income tax relating to 2017 and 2018 tax year in the prior periods. The Company believes this to be incorrect and has been in negotiations with FRCS and Government agencies to be designated as a non-profit organisation status to be exempt from paying income taxes. FRCS has confirmed that since their designation is non-profit organisation and their income is exempt, there is no obligation to pay income tax and filing obligation will be closed from 2022 onwards.		
7. Cash and cash equivalents	\$	\$
Cash at bank - Leadership Fiji Community Fund Account	85,907	131,028
Cash at bank - Business Cheque Account	30,157	31,023
Petty cash	498	498
Term deposit	5,432	5,324
	121,994	167,873
	121,994	167,873

The term deposit is held with Bank of South Pacific, at an annual interest rate of 1.25%, having a term of 12 months. The maturity date is 26 May 2023.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued***FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022 \$	2021 \$	
8. Trade and other receivables			
Trade receivables	-	15,000	
Rental deposit	-	1,000	
Deferred receivables	-	12,926	
Other receivables	1,335	-	
Prepayments	1,295	692	
	<u>2,630</u>	<u>29,618</u>	
9. Held-to-maturity financial assets	\$	\$	
Held-to-maturity financial assets included in the financial statements are recorded at cost and comprise:			
Viti Bonds	<u>9,000</u>	<u>9,000</u>	
Viti Bond investment relates to Bond issued by Reserve Bank of Fiji on 16th May 2017. The bond will yield interest at a rate of 5% per annum, which will be payable quarterly on 31 March, 30 June, 30 September and 31 December until maturity. The maturity date is 30 June 2026.			
10. Plant and equipment			
	Office equipment	Computers and software	Total
	\$	\$	\$
Cost			
As at 1 January 2021	<u>4,709</u>	<u>13,066</u>	<u>17,775</u>
As at 31 December 2021	4,709	13,066	17,775
Additions	<u>3,019</u>	<u>6,497</u>	<u>9,516</u>
As at 31 December 2022	<u>7,728</u>	<u>19,563</u>	<u>27,291</u>
Depreciation			
As at 1 January 2021	4,707	10,857	15,564
Depreciation during the year	<u>-</u>	<u>770</u>	<u>770</u>
As at 31 December 2021	4,707	11,627	16,334
Depreciation during the year	<u>317</u>	<u>2,213</u>	<u>2,530</u>
As at 31 December 2022	<u>5,024</u>	<u>13,840</u>	<u>18,864</u>
Net book value:			
As at 31 December 2021	<u>2</u>	<u>1,439</u>	<u>1,441</u>
As at 31 December 2022	<u>2,704</u>	<u>5,723</u>	<u>8,427</u>
11. Note to the statement of cash flows	\$	\$	
i) Reconciliation of net cash inflows from operating activities to operating (deficit)/ surplus:			
(Deficit)/ surplus for the year	(25,966)	42,420	
Depreciation expense	<u>2,530</u>	<u>770</u>	
	(23,436)	43,190	
<i>Changes in assets and liabilities:</i>			
Decrease/(increase) in trade and other receivables	26,988	(26,364)	
Decrease in trade and other payables	(46,757)	(20,220)	
Increase in deferred grant	4,188	-	
Increase/(decrease) in inventory	154	(408)	
Increase in deferred income	<u>2,500</u>	<u>-</u>	
Net cash used in operating activities	<u>(36,363)</u>	<u>(3,802)</u>	

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2022

11. Note to the statement of cash flows *continued*

ii) **Reconciliation of cash and cash equivalents:**

For the purpose of the statement of cash flows, cash and cash equivalents comprises of cash on hand and at bank. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows are reconciled to the related items in the statement of financial position as follows:

	2022	2021
	\$	\$
Cash and cash equivalents	121,994	167,873
12. Other payables	\$	\$
Community funds	86,583	131,028
Accruals and other payables	7,455	9,767
	<u>94,038</u>	<u>140,795</u>

The community fund account relates to fund set aside for community projects and is not used for any other purpose.

	2022	2021
	\$	\$
13. Deferred grant		
At 1 January	-	-
Recognised during the year	5,498	-
Less: release of deferred income	(1,310)	-
	<u>4,188</u>	<u>-</u>

Deferred grant is recorded for laptops that were donated by Bondwell. The laptop was not recorded as an asset instead recorded as a liability. As the asset depreciates, the expense portion is recorded as deferred income.

14. Capital commitments

Capital commitments as at 31 December 2022 amounted to \$Nil (2021: \$Nil).

15. Contingent liabilities

Contingent liabilities as at 31 December 2022 amounted to \$Nil (2021: \$Nil).

16. Subsequent events

There has not arisen in the interval between the end of financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in the subsequent financial year.

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 Company is 6 Denison Road, Suva.

Number of employees at the end of the year

	2022	2021
Administration	<u>2</u>	<u>2</u>
	<u>2</u>	<u>2</u>

18. Principal activity

To educate, provide training, networking and to enhance and promote future leaders in Fiji. There were no changes in the principal activity of the Company during the year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**DISCLAIMER ON ADDITIONAL FINANCIAL INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2022**

Disclaimer on Additional Financial Information

The following additional financial information, being the attached Detailed Income statement has been compiled by management of Leadership Fiji Limited and does not form part of the statutory financial statements as no audit or review has been performed by us and accordingly no assurance is expected.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than Leadership Fiji Limited may suffer arising from any negligence on our part. No person should rely on the additional financial information without having an audit or review conducted.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DETAILED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
Revenue		
Corporate/organisation programs	42,685	17,392
Deferred grant income	1,310	-
Event sales	6,820	9,055
Other income	663	959
Participants fees and short courses	50,653	61,815
Project administration fees	4,074	5,698
Sponsorship - cash	155,319	147,500
Sponsorship - kind	54,653	55,853
Total income	<u>316,177</u>	<u>298,272</u>
Expenses		
<u>Program expenses</u>		
Accommodation	33,345	15,207
Meals and refreshments	69,214	58,732
Miscellaneous	1,243	877
Stationery	304	393
Travel	24,027	4,000
Venue	5,880	1,167
Total program expenses	<u>134,013</u>	<u>80,376</u>
<u>Staff costs</u>		
Superannuation	2,356	1,573
Training	2,074	-
Wages and salaries	39,270	31,452
Total staff costs	<u>43,700</u>	<u>33,025</u>
<u>Operating expenses</u>		
Audit and accounting fees	5,736	4,578
Communication and internet	700	2,600
Computer software	2,320	1,927
Consultant fees	85,000	85,000
Depreciation	2,530	770
Insurance	818	818
Marketing and promotion	15,000	15,000
Other expenses	27,615	6,028
Printing, graphic and design	4,615	5,530

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 19.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

DETAILED STATEMENT OF INCOME AND EXPENDITURE *continued*
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
<i>Operating expenses continued</i>		
Rent	8,250	9,000
Stationery and postage	46	-
Telephone	1,800	1,200
Website	10,000	10,000
Total operating expenses	<u>164,430</u>	<u>142,451</u>
Total expenses	<u>342,143</u>	<u>255,852</u>
(Deficit)/ surplus before tax	<u>(25,966)</u>	<u>42,420</u>

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 19.

THANK YOU 2022 PROGRAM PARTNERS



Platinum

New Zealand High Commission
Fiji Water Foundation
Holiday Inn



Gold

Communications Fiji Ltd
Credit Corporation
Bluescope Lysaght (Fiji) Ltd
The Greenhouse Studio
Munro Leys
Westpac
Paradise Beverages
British American Tobacco



Silver

Bank of the South Pacific
BSP Life
Fiji Times Ltd
Quality Print
Motibhai Group
Bondwell
Digicel



Bronze

Up-skill Yourself PTE Ltd
iTaukei Trust Fund Board
Eco Clean
AVI Pacific People







leadershipfiji.org