



2016 ANNUAL REPORT







OUR VISION

To develop and enhance the quality of future leaders of Fiji

OUR MISSION

“To develop and enhance the quality of future leaders of Fiji through skills development and building relationships characterized by respect, trust and understanding amongst individual leaders representing diverse elements which make up the Fiji community.”

This Mission will be accomplished by:

Involving emerging leaders in a program which broadens their understanding of the many issues affecting the community.

Facilitating dialogue amongst emerging leaders with varied background and interests who can influence public and private institutions.

Providing opportunities for communication between emerging and established leaders.

Encouraging emerging leaders to make a greater commitment to the development of their community.

Providing a forum for networking, personal development and exchange of ideas.

OUR VALUES

Leadership FIJI's Values are:

- **Lead:** We will lead by example displaying personal and professional integrity in everything we do.
- **Excellence:** We are committed to achieving excellence. We embrace continuous growth, efficiency, creativity and innovation.
- **Adaptability:** We recognize that growth requires change and that leaders drive change.
- **Diversity:** We celebrate diversity and commit ourselves to building a country where everyone is valued and supported.
- **Empower:** We recognize that information empowers and embraces life-long learning.
- **Respect:** We know that leadership is built on respect and this can only be earned through our daily actions.
- **Service:** We understand that leadership is about service to our families, our community and to our country.





CONTENTS

Page

Brief on Leadership Fiji	6
Chairperson's Address 2016 Graduation	8
Leadership Fiji Management Board	9
2016 Program Schedule	10
2016 Program Overview	11
Session Reports	12-19
Leadership In Action - A Personal Reflection	20
Leadership Fiji 15th Anniversary & 2016 Graduation	21
Alumni Profiles & Projects 2002 – 2016	24
Acknowledgements	59

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. While the Leadership Fiji program was inaugurated in 2000, our first program commenced in 2001.

Leadership Fiji is modelled on the very successful Australian leadership program, Leadership Victoria, and is aimed at emerging 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 sessions, events and activities from March – November, and exposes participants to leaders from across our society, in a structured manner, providing them with the opportunity to deepen their understanding of our country, its history, economic and social structure. These sessions 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 through engagement between emerging 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 to enhance and develop a new generation of leaders equipped to take Fiji forward as a united dynamic nation.

2016 PARTICIPANTS



2016 LEADERSHIP FIJI LAUNCH

*From the Opening Address by Mrs Eseta Nadakuitavuki (LF2002)
Senior Manager Microfinance and Women's Markets, Westpac*



I am excited, honoured and filled with gratitude as I stand here to speak to our upcoming leaders in readiness for your 2016 learning journey. You are here today representing yourself, family, organisation, community hoping to get the most of what Leadership Fiji Program will offer.

The Leadership Fiji program is aimed specifically at assisting our emerging leaders like you to cope with ever changing demands across the globe. This is also to prepare you with skills, tools to handle the internal and outside pressure of the ever-changing world. You will also find that this program will provide the platform, avenue and opportunity to expose you to leaders from across our society, leaders in the political arena, leaders in the business sector, leaders in our religious sector to allow you to absorb and understand the various leadership styles and structures in place. I am pleased to say that this opportunity fifteen years ago has grounded me well to realise my worth, uphold my values and beliefs through a variety of activities offered in the program.

From 2002, after graduating from the program, my career progressed from a Bank Manager role in a typical branch (for 4 years) to travelling the 6 Pacific Islands nations where Westpac was represented as a trainer to one of the products that we launched. I took the risk, gave up my role and was seconded to our Projects units knowing that I will not have a role after 18 months. That is trusting in yourself and what you are worth.

Being a leader is not a bed of roses neither a walk in a park. You will need to acquire certain skills to keep your head above water. I will not name all the skills but will share what I have used that worked for me, simple but effective.

Be Yourself – do not imitate someone else, pick some of their good traits but DO NOT try to be like them. The road ahead will have obstacles but we still choose to walk it because it is the right one for you.

Know your Worth - King Solomon said that your worth is more than Rubies!

Know your Strength - Work on your areas of development so they can become your strength. Do not to lose face when decisions go wrong. Learn quickly and change your attitude/standards to make quick solid decisions.

Know your Personality/Character

Know your Eminence/Class

Know your Value – Be true to your dreams and keep them alive. Believe in yourself. Be your own best friend.

Admit your mistake – Learn from failures and use that knowledge. We fail time and again but keep trying until you succeed.

Each of us can be a leader within our own spheres of influence and commit to take pragmatic actions for the betterment of our communities.

“Our problems are manmade—therefore, they can be solved by man. And man can be as big as he wants. No problem of human destiny is beyond human beings.” – John F Kennedy

Eseta Nadakuitavuki
Senior Manager Microfinance and Women's Markets
Westpac Bank

LEADERSHIP FIJI Chairperson's Address 2016 Graduation



I would like to begin by acknowledging the founders of our organization, in particular our original management team Chairman Daryl Tarte and Executive Officer Sufi Dean; as I mentioned in my message in Leadership Fiji's (LF) 15th Anniversary booklet, "We stand on their shoulders."

15 years.... 350 graduates.

How do you judge the success or failure of an organization like Leadership Fiji? For me it can only be in the relative success or failure of our alumni and I encourage you to flick back through the pages of the Anniversary booklet the LF team has put together to make that assessment for yourself.

As I have mentioned before in graduation speeches spotting yet another LF alumni on the rise is now a regular occurrence, I noted the captain of the Fijiana Women's 15 aside team due to play in their first ever test match tomorrow against Papua New Guinea is Lailanie Burnes LF 2009!

Another very visible measure of the success of the program is the fact that LF alumni have progressively taken over the running of the organization. This year Tamara Smith LF 2013 has taken over running the program assisted by our new Executive Director Sharyne Fong LF 2005. Under their leadership and assisted by a LF dominated board we have undergone an organizational overhaul.

Reflecting on this year, and I will leave this year's group to highlight their own journey, I have been particularly pleased at the continuing growth of the Alumni in particular the very successful leadership summit conducted by the East West Centre of Hawaii.

In addition over the last two years four alumni Glenis Yee, Rajesh Patel, Atu Siwatibau and Sharyne Fong have become Fiji Water Leadership Fellows after taking part in the Aspen Leadership program in the United States. As you all know a key philosophy underlying everything we do at LF is that leadership is about action. Leadership in our vocabulary is a verb not a noun!

We finished the year with a range of new policies in place, an invigorated alumni and an exciting Strategic Plan going into 2017.

It has been an extraordinary year for both Fiji and the world in general. I was very proud of the way in which various LF alumni played important roles in helping our nation overcome the various challenges we faced this year from assisting with the relief effort after Winston to winning gold in Rio!

As we wrap up the year I would like to take you back to the speech of our Chief Guest, Andrew Fairley, at our 15th Anniversary celebrations. I quote; 'In his seminal book on leadership, the author Max Dupre told us that we cannot become what we want to be by remaining what we are. Our progress as citizens, as workers, as family carers and providers and members of civil society requires us continually question what it is we stand for, what it is that we want to be, and what standards and values we want our world and community to reflect'.

William Parkinson
Chairperson – Leadership Fiji



Management Board Members



William Parkinson

Board Chair



Sufi Dean

Director
Former Executive Officer



Joel Sahai

Director



Avaneesh Raman

LF2012
Director



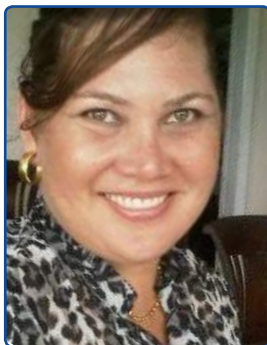
Iaitia Tuinamoala

LF2009
Director



Sharyne Fong

LF2005
Executive Director



Tamara Smith

LF2013
Executive Officer &
Company Secretary



Tupou Halofaki

LF2009
President,
Leadership Fiji Alumni



Peter Rigamoto

LF2015
Representative



Melissa Koster-Levaci

Board Member

Leadership Fiji 2016 Vision

“By 2036, Fiji will be transparent and accountable, with equality and justice for all. Our people will enjoy innovative education, health and infrastructure systems that will drive economic growth in a sustainable environment.”



Leadership Fiji: 2016 Program Outline

March	Fri	4	6pm	March Fri 4 6pm 2016 Launch, 15th Anniversary & 2014 Fellows Induction
March	Sat/Sun	5-6	7am	OPENING RETREAT
March	Wed	23	8am	An Overview of Fiji's History
April	Wed	6	8am	Human Rights & the Media
April	Wed	20	8am	Law & Order and Government Machinery
May	Fri/Sat	6-7	West	Tourism Industry
May	Wed	18	8am	Environment
June	Wed	1	8am	Education
June	Fri/Sat	17-18	7am	MID YEAR RETREAT
July	Wed	6	8am	Poverty & Social Welfare
July	Wed	20	8am	Fiji's Economy & Infrastructure
August	Fri/Sat	5-6	West	Alternative Agriculture
August	Wed	24	8am	Health
September	Tues	6	8am	Participants Choice Day Session
September	Tues	6	6.30pm	Etiquette Dinner
September	Thurs/Fri	22-23	West	Sugar & Mining Industries
October	Wed	5	7am	Site Visits
October	Wed	19	7am	Fiji and the World
October	Fri/Sat	28-29	7am	CLOSING RETREAT
November	Thurs	3	3pm	2016 Vision & 2015 Project Presentation
November	Fri	4	7pm	Graduation

2016 PROGRAM OVERVIEW

FELLOWS INDUCTION 2014 & 2016 PROGRAM LAUNCH

What was to have been a triple celebration of our 2016 Program Launch, the Induction of 2014 Fellows and the Commemoration of Leadership Fiji's 15th Year Anniversary, had to be reconditioned in light of the state of Emergency that had befallen our nation towards the end of February and weeks into March. In the spirit of resilience promoted by our Government in the aftermath of TC Winston, we forged ahead with the launch of our 2016 Program albeit low key, and the Induction of 2014 Fellows. Guests paused during the event and paid tribute to lives lost and acknowledged the courage of individuals whose efforts and leadership stood out remarkably as highlighted by various media days after the Cyclone. Leadership Fiji Chairman, William Parkinson said many men and women stepped forward and showed leadership after Cyclone Winston and this years participants could considerably learn from it. Mr Parkinson remarked, "Think about how you can use leadership to contribute to nation building." The 2016 participants of Leadership Fiji were urged to use the solidarity shown by fellow Fijians after Tropical Cyclone Winston as a foundation for things they will learn in the program.



2014 Fellows of the Leadership Fiji Program during the launch of the program at the Oceania Centre for Arts, USP in Suva. Source: Bold Alliance

2016 OPENING RETREAT



The 2016 Opening retreat was in every sense of the words, an ‘eye-opener’ for the new participants of LF2016. On the first day, participants were forced to get out of their comfort zones and at the same time allow their new friends into their personal spaces, which proved to be uncomfortable for many, but was soon realised as indicative of the rest of their Leadership journey for 2016. The day involved a lot of self-reflection, and understanding of their own personal strengths, weaknesses, prejudices, and indeed potential, for growth and self-development. The second day of the retreat, focused more on how they perceived their communities, and further our nation, as a whole, and then how they saw their purpose as individuals and as a group, in affecting positive change

as Leaders, in Fiji. The event culminated in a Visioning process, which proved to be a mammoth and emotional task, to get all 24 participants values, reflections and aspirations into one statement. All in all, the retreat was a great success in getting the participants to bond as a team, and to reflect on the purpose of their Leadership journey and commitment to community.

AN OVERVIEW OF FIJI'S HISTORY

Experts from the Fiji National Museum, Morgan and Sepeti took us back into the 1700s and preceding that, in the times of the Lapita people that settled in the Pacific. We learned of the challenges that still exist in determining various aspects of our historical origins and the Fijian identity. We discovered a major challenge - the inability to present their researchers physically, on time, on sites that required in depth study.



Prof. Sudesh Mishra of the University of the South Pacific (USP) took us back to the 1800s, delving right into the creation of Race tables, classes of people and categories built on logic of physical appears i.e. hair, eye, skin color through the eyes of colonialists. He explained with researched visual aid, how foreigners in positions of leadership in the 1800s, drew the lines for separating races. It was interesting to note that from all information presented, it seemed that colonialism, while motivated to civilize, happened to introduce systems that were anything contradictory.

Former Fijian Prime Minister, now small business owner, Mr Sitiveni Rabuka reminded us of Post-Independence and how Fiji coped. Not to shy off a challenge, LF2016 asked Mr Rabuka about his role in the coup d'état of 1987, his motivations then, his reflections and his plans for the future. We received a colorfully interesting account of those times and their issues.

Dr Sandra Tarte of the School of Political Governance of USP shone some light into the years of 2000-2006, corruption, racial politics, power struggles, diversification of foreign partnerships and a ‘clean-up’ campaign.

The late Ratu Joni Madraiwiwi, former High Court Judge and former Vice President of Fiji was gracious with his time on our panel and equally liberal with his views on Fiji moving beyond our political struggles. He advised LF2016 to be better leaders.

Jon Fraeklin wrapped up this session with insight into the history of Elections.

HUMAN RIGHTS & MEDIA



Katrina Ma'u Fatiaki of SPC's Regional Rights Resource Team of SPC opened this session with a 101 of the Universal Declaration of Human Rights (UDHR) and its ratifications the world over, plus the challenges of upholding its principles in various countries of the Pacific, including Fiji. There was a discussion around the rise of civil society movements and various forms of human rights movements and leadership issues around the human rights abuses.

Director of Fiji's Human Rights Commission and Chairman of the Media Industry Development Authority (MIDA), Ashwin Raj talked generally about the work of the newly formed Commission. He also explained the role of MIDA and the processes through which MIDA addresses media complaints lodged with them.

Savaira Tinai of the Fiji Disabled Peoples Federation (FDPF) gave us an insight into the works of the FDPF in lobbying for disability friendly national policies and legislation that take into account the limitations of people living with disabilities. She reminded LF2016 about the important roles that leaders play in the application of non-discriminatory and inclusive practices in work places and other environments.

Kris Prasad, Human Rights Officer for the Fiji Women's Rights Movement introduced the Drodrolagi Movement to us. An NGO and community organization working to create and celebrate a culture of equality, respect, dignity and pride for the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community in Fiji. He spoke about challenges of being considered a minority and the realities of constant public persecution due to personal choices - which was an infringement of human rights.

Anishni Chand of the Fiji Women's Crisis Centre (FWCC) shared the works of FWCC spanning 24 years in the struggle for gender equality, rights of women, the media, and people with disabilities. As legal counsel for the FWCC her work heavily involves public advocacy and community education on gender violence and prevention in communities.

LAW & ORDER



Justice Anjala Wati presented a Judiciary Overview and outlined responsibilities of the judiciary. She explained challenges around media reporting, financial resources, specialized training of court and judicial staff. Renown Suva lawyer, Richard Naidu spoke about the Rule of Law, Democracy and Society. Mr Naidu was of the strong opinion of the importance of a Government accountable to the Rule of Law, constantly reminding LF2016 that not one citizen should be above the law. He greatly encouraged consultation and independence. Christopher Pryde delivered information

on the 2013 Constitution, duties of a state lawyer, the Director of Public Prosecution (DPP), codes of conduct, crimes and challenges within a Court system.

This session was concluded with a site visit to the Criminal Court, in which we witnessed the processes, rules and regulations while attending a case. Our takeaway from the session was the importance for people of a country to know our laws and the importance of the DPP and judiciary system.

GOVERNMENT MACHINERY



The day kick started with a personal 'My Job' presentation for LF2016 members about current employments. Isoa Vakari from Labasa spoke about the daily challenges of a fire fighter. James Pridgeon, General Manager of the Uprising Resort spoke about his job and contribution towards the tourism industry. Roneel Narayan, Director of Programs for Sargam Radio Station discussed his experiences of being a radio announcer and at the same time managing daily programs.

Then, Mr Jioji Kotobalavu spoke about 'How Government works in a Parliamentary System'. The objective was to help us understand the functions and mechanics of Cabinet and Parliament and the challenges associated. Mr Kotobalavu also highlighted and shared case facts on improper misuse of office and wrongful dismissal of employees by the employers.

This followed a site visit to Parliament, with the objective of further understanding functions and mechanics of a parliamentary system. Manager Civic Education Unit, Mr. Vatimosi Delailovu was our tour guide and proved to be immensely knowledgeable of parliament functions and its mechanisms.

Dr. Biman Prasad then gave us an invaluable overview of the role and workings of the Opposition. The objective of the session was to understand the role of the Opposition in Fiji's parliament and we wrapped up the session with a thoroughly engaging Q&A exchange.

Supervisor of Elections, Mr. Mohammed Saneem then delivered a Powerpoint presentation on Elections, election processes, and minimum standards in elections. He assisted our learnings by providing an overview of the 2014 General Elections process, some of the successes, challenges, and lessons learnt. We were excited to hear of his future plans for the 2018 elections.

ALTERNATIVE AGRICULTURE



LF2016 was privileged to conduct site visits to some of Fiji's highly reputable agricultural organizations and operations around Viti Levu. Our Alternative Agriculture session, started with a personal visit and tour of three well established farms that have been in business for decades in the Eastern Division, supplying agricultural produce to various consumers. These were the Vunikoka Farm managed by Mr Tiko Eastgate, then Joe's Farm and then onto Grace Road. Each establishment had an appointed specialist that showed us around the sites and spoke at great length about the operational infrastructure and various leadership methods employed over the years to ensure the success of these establishments. It was interesting to note that

despite the masses of fertile land available to locals, most Fijians do not necessarily have agriculture at the forefront of new business aspirations. The owners of the 3 farming establishments that we visited all testified to the gratifying benefits of agriculture as an entrepreneurship and encouraged LF2016 to utilize land for sustainable livelihoods, and also promote the support of agricultural ventures for the economic development of Fiji.

Other sites visited were the Sigatoka Government Research Station, Fiji's largest commercial piggery farm - Vuda Piggery and the Foundation for Rural Integrated Enterprises & Development (FRIEND) in the Western Division. LF2016 was curious to learn about how these 5 agricultural bodies empowered their employees and to improve their livelihoods and healthy discussions were carried out to which we achieved some insight into Leadership around poverty-stricken communities (farm hands and their families).

POVERTY & SOCIAL WELFARE



This session certainly proved to be an eye opener for most of the LF2016 participants. Everyone went home with new and to an extent, alarming and worrying information to digest. Information from this session helped us identify the social gaps which we hoped to assist in closing.



Dr Neelesh Goundar shared statistics from the FBS Household Income and Expenditure Surveys (HIES) for 2002-03 and 2008-09 give the changes in poverty between these two survey periods and highlighted that given the declining agricultural output in the sugar and non-sugar sectors, rural poverty had increased steadily through this entire period. This led to a lot of discussions within the group about our contribution to the economy and how to assist communities in poverty stricken areas. The panel

discussion with Lynn Roche, Marnorma Chandra and Father Kevin Barr was also insightful and we have learned to become more aware of the realities that exist not only within households, but factors outside homes - poverty, child labor, prostitution etc. LF2016 was reminded of the importance of our families and the risks of individuals becoming too self-involved to realize the impact of selfishness on society as a whole.

MID-YEAR RETREAT



Facilitated by Mr Greig Caigou, our mid-year retreat proved to be a reality check-point for us, after applying to be part of the Program and then having gone through a handful of sessions. Mr Caigou laid out the Retreat Program as such, that we reflected upon ourselves and our leadership qualities, checked them against what we were applying to every day decisions, and where we wanted to make changes.

Ms Cathy Wong (LF2008) spoke to LF2016 about the realities of organizing Community Projects and delved into her personal experiences as an LF Alumni member, highlighting challenges that her year group faced and continue to face. Major takeaways from listening to Ms Wong include,

persevering to being agents of change, commitment to a purpose, the need for analysis, objectives and hard decisions. Knowing when to walk away and learning to say no, having an impact and leaving a legacy.

ENVIRONMENT



Dr. Wulf Killmann talked on the topic 'Coping with Climate Change in the 21st Century'. The relevance of his talk was highlighted plainly to us in the presentation of harsh facts that we realized were real and occurring in the present day, and the likelihood of more serious adverse effects for Fiji's environments. 2015 was the warmest year since 1980 and 2016 again was at a record 'warm', 13 months in a row. He encouraged us with a two ways approach - reduce (globally & internationally) and adapt. The group then discussed the Paris Agreement in great detail and moved onto means to assist with awareness and rehabilitation programs.

Mere Leba of the Department of Environment spoke about her Department's role and Waste Management. The Department of Environment's role is to develop, implement, enforce and monitor the Environmental Laws, Policies and Strategies with a main focus, currently on waste and pollution control. Ms Leba acknowledged that while there were Acts and Decrees in place to combat waste problems, there is a need for consolidated strategies and local awareness Programs. She thoroughly encouraged LF 2016 to take civic pride in Fiji and help the Department work towards building a cleaner Fiji.



Other speakers for the Environment Session were Mason Smith of the International Union for the Conservation of Nature (IUCN), LF2013 alumni member, Chinamma Reddy of World Wide Fund for Nature (WWF), John Philp of the Suva Harbour Foundation and Rajeshwar Singh, Chief Financial Officer of the Bank of South Pacific.

Overall, the session was very informative. We realized the importance of a sustainable environment and appreciate that we need to support conservation efforts, investing in a healthier robust community - community level development actions.

FIJI'S ECONOMY & INFRASTRUCTURE



Held at the Pacific Leadership Program (PLP) Conference Room in Suva, this session was an interesting one for LF2016 especially coming out of a new budget announcement by Government and the many changes to economic infrastructure planned for the nation.

Dr Sunil Kumar, from the School of Economics, USP discussed how the economy had changed and developed over past 10-15 years, details of the borrowings and capital market, paid particular focus on a few major industries within our economy. The Attorney General and Minister for Economy, Hon. Aiyaz

Sayed Khaiyum highlighted the vital role Government played in improving Fiji's Economy and Infrastructure and works in progress. LF2016 was made aware of plans put in place for robust developments in local infrastructure to attract more tourists and increase standards of services offered locally.

This was followed by a panel discussion with Fazrul Rahman (FIRCA), Saud Minam (ANZ), Mark Halabe (Mark One Apparel). These speakers all shared information on their professions, their personal backgrounds, their challenges as leaders in their fields of work, and their plans for a more prosperous Fijian economy.



We then heard from John Hutchinson (CEO, Fiji Roads), Daniel Lough (MWH Global), Opetaiia Ravai (Water Authority of Fiji), on the topic of Fiji's Infrastructure. Overall, the experts that spoke at this session for LF 2016, shared similar sentiments on the need for proper planning with all relevant authorities.

TOURISM



A visit to the nation's tourism hub was apt for this particular session and LF 2016 made full use of the trip to learn about various aspects of the Tourism Industry that we only read about in the news.

We had the privilege of listening to a panel discussion with Tui Kabu of Fiji Backpackers Association, Mr Brian Kirsch of Fiji Hotels & Tourism Association and Bradley Robinson, CEO for Raffe Hotels and Resorts. The focus of this session was mostly on the challenges faced by the hotel industries in Fiji and how they address these challenges. Despite difficulties,

the tourism representatives remained optimistic about their work and the services they provided within one of Fiji's biggest industries.

Mr Thomas Valentine of Tourism Fiji, presented information on the history of Fiji Tourism and its evolving brand, industry developments, markets & performance, marketing strategies, new initiatives and moving forward. Mereseini Baleilevuka, General Manager of Freebird Institute spoke passionately about their work around Educational tourism and the services they offer to foreigners who wish to learn the English language. She elaborated on many challenges faced in the industry and expressed their plan to secure some level of support from the Government.



The Tourism Session was rounded off with site visits to Flavors of Fiji, Sheraton Resorts and Port Denarau Marina in which we heard from Alona McElrath, Ravinder Dhesi, Loretta Ooms and Nigel Skeggs.

HEALTH



Mr David Qumivutia, General Manager, Suva Private Hospital spoke about 'Private Health Care'. The number of people coming for outpatient visits in a year have increased. The development of the private healthcare sector is expected to relieve some of the pressure on the public healthcare facilities, with the aim to reduce long waiting periods for patients seeking medical treatment.

Following this, a panel discussion on nutrition and wellness with Mrs Alvina Deo - Senior Nutritionist, Viliame Qio - Team Leader of Diabetes Fiji, and Belinda Chang - Manager - Fiji Cancer Society.

Among important lessons, was that the nutritional well-being of a population is an indicator of national development, and as such reflects the combined performance of key Ministries within the social and economic sectors. Generally, a healthy, well-nourished and educated population provides the best foundation for promoting national economic growth. However, an unhealthy population experiences reduced mental and physical capacity, and a shorter span of working years, adversely affecting economic productivity of the nation.

Then we had the privilege of hearing from Dr. Nirvana Karan - Mental Health Specialist - Ministry of Health, speaking to us about mental health issues in Fiji and the challenges in conducting mental health awareness and training for health workers and the public. One biggest challenge being stigmatization which obstructs a lot of clients from seeking help.

The out-sourcing of mental health services to major hospitals and health centers has given people more confidence to seek help. The number of people that come for outpatient visits in a year have increased over the last five years which indicates that there is more awareness now and people are getting comfortable coming in and asking for the right people for assistance.



Stress management is the most common issues faced towards due to the work-life style people have adopted. There are specialized stress management units available in almost all the hospitals. Continuous awareness to the public is very vital to reduce the stigma of mental illness.

EDUCATION



Mrs Nanise Ravisa of Hilton Special School briefed LF 2016 on how the school started and aimed at children with special needs. Despite being a thriving learning centre today, the school has had its fair share of challenges especially around administration costs for day to day running and the lack of specialists in Fiji. They have been fortunate enough to overcome this barrier through the work of volunteer-specialists from other countries. Celebrated successes for Hilton include students improving on their abilities to the point they have moved into mainstream schools, some attaining high educational achievements.

We also heard from Mr Patrick Bower from Fiji Christian Community Schools on 'Community Initiatives in the Education Sector'. Mr Nakaora, General Secretary of the Fijian Teachers Association spoke on the topic 'Teacher's perspective on education in the 21st century' while Dr Priscilla Puamau from the Access to Quality Education Programme spoke about 'Improving Education Opportunities'. LF 2016 also had the opportunity to hear from the Tertiary Loans Scheme Board with a closer look on how it was set up to manage scholarships for tertiary students, guided by the government's area of priorities. Learning of their challenges was interesting as we discovered a high demand from school leavers wishing to further their studies.

Through these sessions we have learnt that education plays a very important role in our economy. There are many areas which need to be improved so that the children of Fiji are able to obtain a quality education.

SUGAR & MINING



We learned from experts of Fiji's Sugar industry, starting with the Fiji Sugar Corporation Farm Enhancement Manager - Dhurup Kumar. Mr Kumar identified challenges of the Industry, firstly referring to modernization as having been one of its major challenges with more young people opting for modern careers. The industry is therefore lacking youthful workers. In comparing sugar production in the 80's and 90's, Mr Kumar acknowledged that production rate was decreasing and he gave us insight into how Government had helped with initiatives for farmers.

A visit to the FSC Lautoka Mill was a first for many participants and we had the opportunity to see how sugar was processed and got to hear from the Acting CEO, Sanjay Prakash.

Next was a visit to Koro-i-pita Settlement, by far one of THE BEST experiences for the entire team. We heard from Mr Peter Drysdale who initiated the community project which has given rise to 230 homes for underprivileged families in the Western Division.



Residents come from very poor background. They get taken through a progressive process to improve their social and economic, psychological, and financial status, and then later move on to allow for other families to come in. At a cost of a dollar per day only, families get improved the living conditions but also access psychological programs, financial literacy trainings and empowerment activities.

Vatukoula Gold Mine consists of structures and operations that are extensive and complex. The age-old mine sits on freehold land, a good thing as it reduces decreases conflict with the surrounding villagers.

Work in the mine is very labor intensive, and we managed to catch a glimpse of hardworking workers going about their daily lives inside the mine. Then we conducted a similar visit of the Tavua Town Council where operational structures were also discussed.

SITE VISITS



The Site Visits session, was the final session for the year which involved a bus trip around Suva and the outer Suva area, visiting sites that participants don't often have the opportunity to visit. The first stop was the National Fire Authority HQ in Walu Bay, where we discussed the latest facts, figures, challenges and plans for the NFA. The team was fortunate enough to also catch a glimpse of the Smoke House Drills in action for a primary school that was also visiting the crew.

Next up was a visit to the Kalabo tax free zone to Mark One Apparel, to hear about the ever-changing garment industry in Fiji and in the region, and how their business has developed and changed drastically since its inception many years ago. The team was fortunate to be addressed by Mr. Mark Halabe himself, who also took the team on a tour of the factory.

Following this was a visit to the Pure Fiji Factory in Vatuwaqa, where again, participants were taken through the processes of producing world class products that have played a part in putting Fiji on the world commercial map.

CLOSING RETREAT: LEADERSHIP IN ACTION - A PERSONAL REFLECTION

Facilitated by the Leadership Fiji Secretariat with input from Board Directors William Parkinson and Sufi Dean, the 2016 Closing Retreat was one of personal and professional reflections, centered on individual and group perspectives on leadership and leading communities in Fiji and the region.

Objectives of the retreat included a review of the LF 2016 programme, sharing future possibilities as well as individual/group commitments to LF and LFA, plus the synthesizing and presentations of group vision. The facilitators brought focus on the importance of why and what LF2016 had learned as leaders from all the information they gained and programs they were exposed to during the year. After making discoveries and conducting further research on their visits to the different areas that makes up Fiji's society, LF2016 participants were asked to reflect on the importance and relevance of sessions conducted in the latter part of their program year.

What was the point of looking at Fiji's History, Government, Economy and issues of Human rights, Law and Order? Why the need for improvements to Social Welfare, Health and Education, and Fiji's changing relationship with the World? What was the importance of looking at Fiji's Industries, from Tourism, to Agriculture, to Sugar and Mining, Business and infrastructure? And on top of these deliberations, LF2016 were encouraged to 'Reflect on yourselves and your relationship with YOU and how it affects your relationships with others.'

The 2 day Closing Retreat was held on picturesque Leleuvia Island, where we were surrounded by pristine clear waters, white sandy beaches and sunshine. The surrounding provided an escape from the hustle and bustle of city life, but also an ideal environment of serenity and peacefulness.

It could be fairly summed up that outcomes of the Closing Retreat were met and that LF2016 walked off the Leleuvia Jetty, onto their boats and returned to their everyday lives a little wealthier from the reflections off a whole year's program and a deep and meaningful look at their own lives and their own contributions to their families, communities, organizations and so on.



LEADERSHIP FIJI 15TH ANNIVERSARY & 2016 GRADUATION KEY NOTE ADDRESS BY: MR ANDREW FAIRLEY A.M



Mr. Andrew Fairley A.M.

Creation of Leadership Fiji

As many of you will know, I have been deeply involved in Fiji Tourism over many years. In 1985 I became a director of Turtle Island, in the Yasawas, working with Richard Evanson. At the time, I was a practising lawyer in Australia, with minimal exposure to the tourism sector, and Richard taught me a huge amount about tourism in this country, about your source markets, and about the deep culture and heritage of Fiji.

As part of my role with him, I also was exposed to his deeply rooted commitment to social justice and to achieving success for both himself and his business through a commitment to a quadruple bottom line. That is, everything has to:

- make financial sense;
- have environmental integrity;
- benefit the local people; and
- celebrate the heritage and culture of place

He lived that commitment to a social license in many ways in the Yasawas, but also identified the need to bring greater leadership cohesion into Fiji at a macro level. He wanted to create a mechanism which would build trust and achieve better cross-cultural understanding and sensitivity right throughout the country. That is why he wanted to establish a leadership program that would be inclusive, diverse and sustainable.

Our initial discussions took place in Suva with many of the city's leaders and luminaries in 1999, to see whether there was interest in such a leadership program being established. After 2000, the need for such a program became more urgent, and our efforts to establish the program intensified.

Benefits of Leadership Fiji

In promoting the benefits of the proposed Leadership Fiji to civil and corporate leaders, to professionals, to policy makers and to educators, I remember positing what I considered to be one of its most important outcomes - the creation of an alumni which after 15 years would comprise over 300 people from all different racial groups, who would unconditionally trust each other, with the likelihood that they would be in senior positions within the country's institutions.

There were of course other benefits that we envisioned. These included:

- The opportunity for emerging leaders from diverse community sectors meeting each other and exchanging informed views on important issues.
- Being exposed to the current leaders of society, including community, corporate and political leaders, to discern what has made them successful.
- Learning more about Fiji, and the components of a diverse racially intertwined country with extraordinary natural resources, incredible opportunity in tourism and agriculture, with a view to formulating plans as to how it could be made greater.

After 15 years, all indications are that the program has been spectacularly successful in so many ways. It has identified and focused on the principles and skills of leadership. It has accentuated the importance of building relationships, and it has expanded participants understanding of the complex fabric of Fiji society.

The summary of community projects which have been delivered over the past 10 years has been astonishing, and it is clear that the impact of your work as alumni and as graduates has been profound in many parts of this amazing country.

Fundamental Pillars of Leadership

My experience is that great leadership, as reflected through community leadership icons includes a number of fundamental pillars.

The first is using a leadership style of coaching rather than being directive or coercive. To enable other to reach their personal potential and their organization's institutional potential through timely interventions, mentoring and patience are essential qualities.

Strong leadership by example helps in developing, expressing and defending civil and community values, and normalizes the concept of giving.

A further essential component of great leadership is to nurture the next group of leaders, giving them the confidence and skills to assume responsibility in roles for which they are suited. That includes the need for continual reinforcement of the organizational culture within which the institution operates.

International Success

For Leadership Fiji just to have achieved the outcomes domestically that it has, would have been proof enough of an extraordinarily successful initiative. However, there's more.

It has formed the genesis of leadership programs right throughout the Pacific, in Samoa, Tonga, Vanuatu, Solomons and PNG and those programs in turn have played and continue to play an extraordinarily important role in the development of tomorrow's leaders, and in the provision of social, political and commercial leadership in those countries.

For Leadership Fiji to have such a single impact on sovereign nations in its region through this initiative is game changing and deserves recognition at the highest levels.

Light on the Hill

I have always had a strong belief that in order to have success, an organization needs to have a clear vision about why it exists - to have a Light on the Hill. I was always impressed by the vision statement for Microsoft years ago, when they were early on in their business development.

'A computer on every desk in every city in every country'

That vision had to change soon after, because they became so successful there was no stretch left in it. There are many examples of great vision statements such that anybody who reads them knows exactly what outcomes the business wants to achieve. A vision statement must be able to deliver the message about why it exists in a ride through 5 floors in an elevator.

A great example is that of the vision for Nike, which is: 'To bring inspiration and innovation to every athlete in the world (if you have a body you are an athlete).' Really short, sharp, powerful and possible to imagine.

Personal Vision Statements

As emerging leaders, striving for successful careers and fulfilling personal lives, I believe that we need to put energy and intellectual rigour into creating our own personal vision statement.

Each of you will have some notion of where you want to be within a particular timeframe. However, if you don't have that constant reminder of an achievable long term aspiration, with a profoundly well considered commitment, then you are less likely to succeed. Years ago, I took the view that I should have both a professional vision statement and a personal vision goal.

One is about what I wanted to achieve in the rough and tumble of business and the practice of the law. The other was the very personal goal that you hope your closest family would be proud of.

I rarely share these with others, but I thought I would do so tonight, simply to give you some thought starters about how you might implement your own Light on the Hill. I urge you all to start that cerebral process of identifying what it is that you aspire to achieve. Don't be put off because it's too hard. Start with setting out your basic values and principles of life, and build from there. Your vision will come, and it will be an absolute epiphany for you to live by.

I see philanthropy as being an essential part of a balanced life. Giving and altruism have many forms, and I think its best encapsulated as being one or all of giving time, talent and treasure.

It can involve volunteering to organizations which are community based and that need your help and expertise. Your time is valuable and it's a great contribution. Your talent is the professional skills that you are able to bring and your network in being able to facilitate things to happen.

Obviously, your treasure is when you are able to give money. Although your day job means that there is limited time available for interests outside your offices or practices, I urge you all to play some role in organizations that desperately need your skills, your commitment and sometimes your money.

Apart from the privilege of helping those who are less well off than you are, you have an opportunity to see the way other people cope with their lives and their challenges, and this often contextualizes the importance of some of your own problems.

Conclusion

This is a great country, with unbridled opportunity, and a strong and living culture and heritage. It has solid Institutions. The success of any country depends significantly on its ability to steward its young people into leadership roles to effect seamless succession in its major institutions and its civic leadership.

Leadership Fiji has proven over the last 15 years to be an extraordinarily important catalyst in facilitating this outcome. I am enormously proud to have played a small role in its establishment, and I wish it well for the next 15 years and beyond.

Photographs from Leadership Fiji's 15th Anniversary Celebrations and the Graduation Ceremony in Suva, in November 2016.



ALUMNI PROFILES 2016 – 2002
2016 PARTICIPANTS



ANGELINE CHRISTINA ANTHONY
Branch Manager
ANZ Bank



ARISHMA KUMAR
Operaiion 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

2016 PARTICIPANTS



RONAL RINESH PRASAD
Manager Finance
BSP Life



SHAKHIM SHARMA
Resident Engineer
MWH



SHALVIN 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 PROJECTS

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



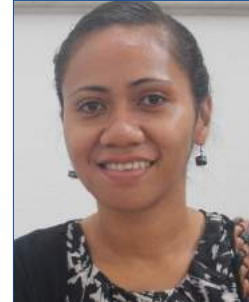
SHIVANI RAMAN
Sales Manager
Motibhai



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)



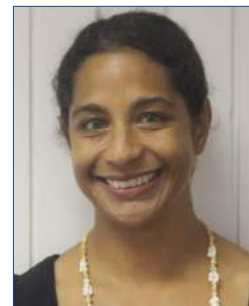
ANNIE KUMKEE-CHANDRA
Sales Manager Williams &
Gosling Limited



LEILANI KOTOBALAVU
Principal Economic Planning
Officer
Ministry of Fisheries & Forests



SALESHNI CHAND
(MF) Director General Office
Practice & Secretarial Services



SUSAN VOCEA
Senior Environmental Engineer
MWH Global - Fiji Branch



RONALD PRASAD
Accounts Supervisor
Motibhai & Company Limited



EPELE VAKATAWA
Assistant Manager,
Business Development
Fiji Television Limited



NITESH CHAND
General Manager Corporate
Fiji Television Limited



MOSESE BOGIDRAU
Technical Officer
Vatukoula Gold Mine Limited



SHAAD ANSARI
Renewable Energy Technician
Fiji Electricity Authority



PETER RIGAMOTO
Senior Legal Counsel
Digicel



SAIMONE SHAW
Manager Leasing
BSP Life



EPELI ROKO
Sub Officer National
Fire Authority



FEROZ ALI
Training Manager
Lyndhurst Limited



DHANJAY DEO
News Editor
Communications Fiji Limited



VINESH CHANDRA
Account Manager
Williams & Gosling Limited



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 PROJECTS

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

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

Rukuruku district school - building of school play ground

SPCA – donation of curtains

2014 PARTICIPANTS



AJAY BHAN
Sales Manager
Motibhai & Company Ltd



ALLYSON HERITAGE-VAVE
Business Analyst
ANZ Pacific Operations Limited



ALRINA ALI
Business Development
Telecom Fiji Limited Manager



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 & Forecasting
Reserve Bank of Fiji



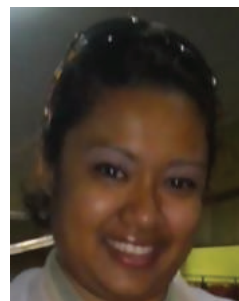
JOSEPH RAO
Guest Experience Champion
Holiday Inn Suva



LANIETA DABEA
Senior Flight Attendant
Fiji Airways



LITEA LAGILAGI
Associate Project Manager
ANZ Pacific Operations
Limited



MICHELLE KHAN
Customer Service Consultant
Williams & Gosling Limited



ROBERT PENE
Tug Master
South Sea Towage Limited



SEMAIMA LAGILAGI
Administrator
FASANOC Women in Sports
Commission



TAINA SHANKARAN
Manager, Shipping,
MarkOne Apparel



TIMOCI VULA
Chief of Staff
Fiji Times Limited



TOMASI VOSANIBOLA
Principal Investigation Officer
Fiji Prisons & Corrections
Service



WAISALE IOWANE
KPMG

2014 COMMUNITY PROJECTS

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 2016

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



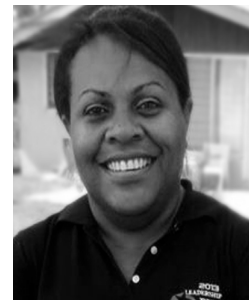
AMOL NARAYAN
Assistant Accountant
Motibhai & Company Ltd



CHARLIE MANUEL
Senior Loans Officer
Sugarcane Growers Fund



CHINNAMMA REDDY
Country Director
Projects Abroad (UK) Ltd



CILIA PARETI-WILSON
Marketing Administration
Assistant
Wyndham Vacation
Resort



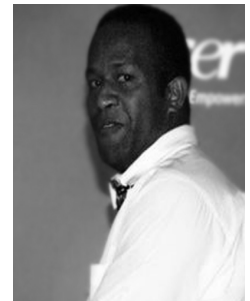
EDWARD YEE
Head of Business
Banking, Bank South
Pacific, Samoa



ELENA RAHIMAN
Finance Officer
Communications Fiji Ltd



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 VERMA
Business Development
Manager Wines & Spirits
Punjas Wines & Spirits



KRIS PRASAD
Programme Support
Officer
Fiji Women's Rights
Movement



KRITIKA KRIPAL
Brand Activation
Manager
Nestle (Fiji) Ltd



LEPANI MAKUBUNA
Area Manager Business
Banking - East
Westpac Banking
Corporation



LINESH KUMAR
Manager Information
Technology
Pleass Global Ltd



LUISA NAKAUCIRI
Customer Services
Manager
BSP Life



MANUELI DAUREWA
Senior Engineer
Total (Fiji) Ltd



MARETA FONG
Manager Financial
Analysis & Planning
Global Loans & Markets
Pacific
ANZ Banking Group Ltd



MILINIA NAITUYAGA
Senior Flight Attendant
Fiji Airways Ltd



NILESH CHAND
Finance Manager &
Company Secretary
Pacific Islands
SCA Hygiene Australasia
Ltd



SITIVENI MAROVIA
Manager Corporate
Responsibility, Micro
Finance & Rural Banking
ANZ Banking Group Ltd



TAMARA SMITH
Owner, Principal Manager,
Bold Alliance (Consultancy)



TEUILA LOCKINGTON
Customs Agent
Williams & Goslings Ltd



VIJESH PRASAD
Head of Customer
Operations & Finance
Digicel Fiji Ltd

2013 COMMUNITY PROJECTS

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

2012 PARTICIPANTS



AJAY KUMAR
Customs Supervisor
Williams & Goslings



ALEX ELBOURNE
LegendFM Programs
Director
Communications Fiji Ltd



ANABEL ALI
Manager Audit
alizpacific



ANJINI BUKSH
Team Leader Reginoal
International
Westpac Banking
Corporation



AVANEESH RAMAN
FIU 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 Ltd



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 Ltd



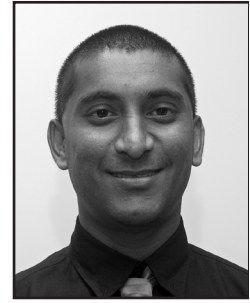
RAJESHWAR RAJ
Acting Senior Health
Inspector
Health Department - Nadi
Town Council



RAJSHREE BALEISUVA
General Manager
Fiji Cancer Society



RAKESJ ROSHAN
Loans Officer
Administration
Sugar Cane Growers Fund



RITESH SHARMA
Purchasing &
Warehouse
Manager Pleass Global
Ltd



SANJEEV ODDYAR
Assistant Accountant
Motibhai Group of
Companies



SHAMITA PRAKASH
FX Market Advisor
ANZ Banking Group Ltd



SHAYNE SORBY
Associate
Munro Leys



SHIVNIEL CHAND
Supervisor - Suva
Terminals
Total Fiji Ltd



SINA SULIANO
Project Officer
Adventist Development
Relief Agency



SUE LEALEA
Conference & Event Sales
Executive
Holiday Inn Suva



USA KALIM
Team Leader - Tellers
Westpac Banking
Corporation



VINAY SINGH
Manager IT
Total Fiji Ltd



WILL OSBORNE
Business Relationship
Manager
Bank of the South Pacific

2012 COMMUNITY PROJECTS

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.



AMITESH SHARMA
Optical Dispenser
Eyesite Optometrists



APENISA TUICAKAU
Senior Economist
Reserve Bank of Fiji



CAMARI TURAGARUA
BSP Life
Manager



ELENOA DOLODOLOTAWAKE
Supervisor – Human
Resources
Williams & Gosling Ltd



ELEANOR TABAKUCORO
Acting Operations
Manager
Avis Fiji



FEHRIAL AFZAL
Foreign Exchange Dealer
& Markets Advisor –
Commodity & Sales
ANZ Banking Group



JEETESH KUMAR
General Manager,
Bondwell



JOSEPH HOWARD
Commercial Securities
Officer
Westpac



MAUREEN NISHA
Reservations Supervisor
Holiday Inn Suva



MEREIA RASIGA
President/Founder
Mission Empowerment
Solo West



MOHINESH PRASAD
Sales Executive Retail
Central Eastern
TOTAL (Fiji) Limited



NEERA LAL
Business Analyst –
International Operations,
Westpac



RADHIKA RAJ
Assistant Manager
KPMG



RAJNESH KUMAR
Primary Manufacturing
& Engineering Manager
British American
Tobacco



RONALD SINGH
Accounts Supervisor –
Nadi
Motibhai Group of
Companies



RONIL SINGH
Senior Engineer
TOTAL (Fiji) Limited



SHARON NARAYAN
Projects Manager
Sigatoka Builders Limited



SNEHAL MORRIS
Regional Media Affairs
Specialist
Embassy of the United
States of America



SOWANI NABUKAVOU
Project Manager,
ANZ



TAVITE RAGOGO
Transport Business
Proprietor



TEVITA GADE
Acting Settlements
Officer
Reserve Bank of Fiji



**THERESA
YALIMAILAKEBA**
Team Leader Call Centre
ANZ Pacific Operations



VIJAY VARMA
Programme Director –
Radio Sargam
Communications Fiji
Limited



**VILISONI
QALOBOGIDUA**
Senior Properties Officer
ANZ Banking Group

2011 COMMUNITY PROJECTS

Leadership Fiji 2011 participants assisted the Nadi Hospital by providing the maternity ward with linen as well as toiletries for new mothers. Additionally, the group assisted Treasure Home (Nadi) by providing food hampers. The group also refurbished the kitchen at St. Christopher's Home as well as painted part of Homes of Hope. To assist needy children, LF2011 sponsored two children under the Foundation for the Education of Needy Children (FENC) program and completed a shoe drive for Nokonoko Primary School in Sigatoka. In December 2011, the group organised a very successful Teen Leadership Camp for 60 teenagers.

2010 PARTICIPANTS



APENISA SENILOLI
Head of Electronic
Banking Services
ANZ Bank



ANDREW VAN WILLIES
Manager Balance Sheet
& FX trading
ANZ Bank



SANJAY KUMAR
Team Leader Insurances/
Claims
Motibhai & Company
Limited



MELE MARAFONO
Head of Banking
Operation
Bank South Pacific



**PRIYANKA D
DAMODRAN**
Operations Admin
Officer
Total (Fiji) Ltd



**NIRENREEV NISHANT
KUMAR**
Management Accountant
& Officer-in Charge Central
Share Registry Ltd | South
Pacific Stock Exchange Ltd



ASHA ALI
Branch Manager
ANZ Bank



ANGELEENA PALA
Analyst
Asian Development
Bank



DEVEND RAM
Manager Logistics &
Marketing
Niranjans Autoport Ltd



**ROPATE DAUCAKAKAKA
PARETI**
Procurement Officer,
National Fire Authority



SHAINESH VIKASH LAL
Sugar Cane Growers
Fund



AMELIA RIGSBY
FM96 Program Director
& FM96 Mid Morning
Show Host
Communications Fiji Ltd



JOSEPH MAGNUS
Senior Relationship
Manager, Signature
Priority Banking
ANZ Bank



KAMLESH KUMAR
Fire Officer
National Fire
Authority



ATELINA MUAVONO
Head of Human
Resources – Insurance
BSP Life



VIJAYEETA RAJ
Brands Executive British
American Tobacco



AKHTAR ALI
Chief Executive Officer,
Nausori Town Council



AMIT KUMAR
Credit Officer
Williams & Gosling Ltd,
Nadi Airport



SATISH NARAYAN
Project Manager
Saraswati Development
Unit

2010 COMMUNITY PROJECTS

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 Mua-i-vuso Village with volunteers from BSP and youth groups as well as friends of LF2010. LF2010 would like to acknowledge the contribution of BSP who donated \$1,000.00 worth of planting equipment.

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

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

2009 PARTICIPANTS



AISAKE MARIO MAUSIO
Manager Process
Efficiency & Dev.
WESTPAC Suva



AMANDA SMITH
A/Director communication,
Department of Transport &
Main Roads,
Queensland Government



BILL LOCKWOOD
Credit Controller
Williams and Gosling,
Suva.



LAIASIASA DAVE
Creative Director
Communications Fiji Ltd



DEEPIKA DEVI
British American
Tobacco



ELIZABETH MAKI
Sales & Marketing
Manager
Williams & Gosling Ltd



FAIYUM ALI
Manager & Compliance
LTA - North



GOKUL NAIDU
Operations Manager
Datec Fiji Ltd



ILAITIA TUINAMOALA
Head of Internal Audit,
BSP



JASON LI



**JESE
TIKOMAILEPANONI**
DY Manager Customer
Services
TOTAL (Fiji) Ltd.



**JONE TUPOU
NAWAIKULA**
Governance Officer
Foundation for Rural
Integrated Enterprises N
Development (FRIEND)



LAILANIE BURNES
WorldMark Wyndham



LOSANA T. AH YUK
Operations Assistant
Asian Development
Bank



THE LATE MILI
NAVANAWALU



MOHAMMED ALFAAZ
LATEEF
Manager Regional
Applications Services
WESTPAC Banking Corp
- Pacific Banking



NANCY TIKOISUVA
The Office of the
Director of Public
Prosecutions



NILKANT LAL
Accountant Manager
JP Bayly Trust



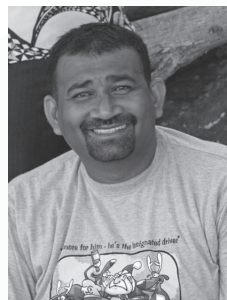
RAVINESH
CHAUDHARY



ROSA JOHANSEN-
CHUTE
Marketing Manager
ANZ Bank - Suva



ROSINI RAVONO
Ministry of Health



ROUHIT KARAN SINGH
Manager Health Services
Lautoka City Council



STELLA TIKO
Senior Finance Assistant
Asian Development Bank



TUPOU HALOFAKI
Bank of the South
Pacific



VERENAIISI TUVUKI
RAICOLA
The Fiji Times Ltd



VILIAME TUINAMOALA
System Officer
Reserve Bank of Fiji

2009 COMMUNITY PROJECTS

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 wheel-chairs 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



CATHY WONG
Director
Suva Physio Centre



ELVIN LAL
Management
Accountant
Solander Pacific Limited



EPELI RACULE
Bank South Pacific,
Samoa



GITESH NAIR
Compliance and AML
Officer
ANZ



IDA BUKSH
Rooms Division
Manager
Holiday Inn



ISIRELI DAUSIGA
Chief Prison Officer
Fiji Prisons



JAININE PENJUELI
BSP Life



JIGNESH PALA
Associate Director
Kontiki Capital Limited



KAVEKINI DIGITAKI
Staff Officer operations
Fiji Prison



LISA PENE
Business Account
Manager, BSP Bank



MELVIN HOUNG LEE
Team Leader EBS
Support
ANZ



NILESH KUMAR
Project Manager
ANZ Pacific Operations



PAULINE KOSTATINO
Project Manager
transformation
ANZ Pacific Operations



PRAVEEN MAHARAJ
Senior Lecturer,
Pharmacy
Fiji National University



ROMANA ANDREWS
Manager Packing
& Removals Dept
Williams and Gosling



RONEEL LAL
News Reporter
Communications Fiji
Limited



RUPENI SILIMAIBAU
Head, Strategic Business
Development
The Digital Group



SECI TALENIWESI
Manager - Exports
Proceeds Monitoring
RBF



SHARUN ALI
Manager Quality &
Compliance
Air Pacific



SHUSENDRA SINGH
Supply Chain Manager
British American
Tobacco



SUBRINA HANIF
Board Secretary
Reserve Bank of Fiji



SUNIL PRASAD
Assistant Manager Tax
Division
KPMG



TEERATH SHANDIL
Management
Accountant
Solomon Telekom
Company Ltd



VENIANA TUKANA

2008 COMMUNITY PROJECTS

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 & Beverage
Manager
JJ's On the Park



**ATECA LEDUA-
TOGANIVALU**
Team Leader
Administration
Communications Fiji Ltd



DARLENE VILIAME
Money Market Dealer
ANZ Bank



HENRY KAN
Balance Sheet Manager
Westpac Banking
Corporation



JOELI NAIVOLASIGA
Operations Dept, Suva
National Fire Authority



KESHNI KRISHNA
Resort Accountant
Wyndham Vacation
Resort



MURGESSAN PILLAY
Financial Controller
Finance Division
BSP



**NACANIELI
BAKEIDAKU**
Structural Fire Safety
Dept, Lautoka



NIRAJ BHARTI | Fiji TV



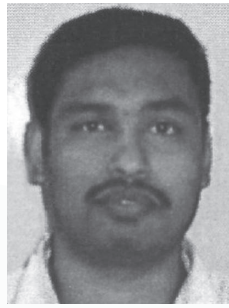
PETAIA TUIMANU



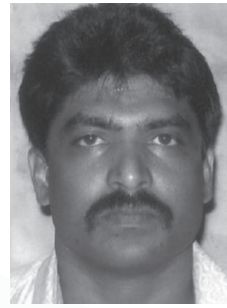
RACULE KETECA
Relationship Manager-
Commercial
ANZ



RADHIKA MURTI



RAKESH KHANNA



**RAJENDRA
SHEROMANI**
Acting Laboratory
Supintendent, Labasa
Ministry of Health



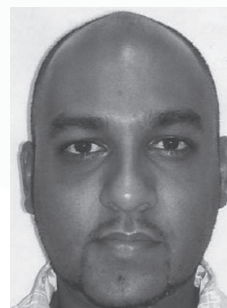
RAVINESH DEO
Business Analyst
ANZ Pacific Operations



RICK EYRE
Commercial Manager
West
Williams & Gosling



ROWEENA ERASITO
Senior Manager Human
Resources
RBF



SHIROF KHAN



TEVITA YASAWA
Head of Projects Office
BSP



TINAI COLAWAI
People Capital
ANZ, PNG



TINA 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 PROJECTS

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 costed \$22,000 was sponsored by the ANZ, Westpac Bank, Wyndham Resort, Sangeeta Maharaj and Leadership Fiji 2007.

Blood Drive

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

2006 PARTICIPANTS



JONE VUKIMOALA



JAYSHWEEN KUMAR
Management Accountant
Bendigo & Adelaide Bank



RAKESH LAL
Finance Manager
Westpac



LILIANA PARETI
Project Manager
Reenginerring
ANZ Pacific Operations



RONALD RAMA
IT Manager
British American
Tobacco



NANISE ROKOBIRI
TABUA
Assistant Denerau
Corporation



NITENDRA KUMAR
Manager Property
Development &
Management
Carpenters Properties Ltd



SARANJIT SINGH
Manager Finance
ANZ Pacific Operations



THE LATE
DR SIDDARTH NAIDU



THE LATE
WILISONI KURUSAQILA



TIMOCI NAKARURU
National Fire Authority



MARGARET
LOGAVATU
Programme Manager
AusAid



PETER PAUL FATIAKI
Head of Life Operation
BSP Life



**PAULA LESUBULA
TAUFA**



GLENIS YEE
Munro Leys



CHARLES TAYLOR
Legend FM
Programme Director &
News Business
Development Manager
Communications Fiji Ltd



DURI BUADROMO
Assistant Manager
Financial Systems
Development
RBF



ALANIETA VAKATALE



SHAHEEN ASGAR
Eyesight Optometrist

2006 COMMUNITY PROJECTS

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
Partner,
Toganivalu Valenitabua
Barristers & Solicitors



ANAND KUMAR
Business Banking
Manager,
Bendigo & Adelaide
Bank Limited.



DEEPIKA LODHIA
Risk & Compliance
Manager,
ASB Bank



ANARE MANULEVU
Senior Manager, Audit
KPMG



DINESH CHAND
Systems Engineer
NEC Australia



DR BAINATO
KOROJIUTA
Division Dental Officer
Ministry of Health



GRACE KING
Finance, Administrator
and Control Officer
Asia Development Bank



BENJAMIN SEDUADUA
Resort Owner and
Director
Rendezvous Surf and
Dive Resort Fiji



HENRY BROWN
Assistant Police
Commissioner
Fiji Police



ISHWARI SHANKAR
Treasury/Senior
Accountant,
Sierra Pacific Mortgage
Company



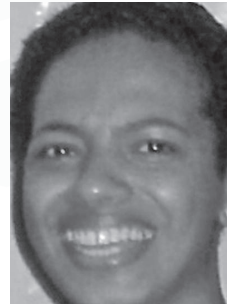
RANDHIR SINGH
Inspector
Fiji Police Force



JODIANN SMITH ALI
Fiji Water



SARITA HARISH
Lecturer in Education
University of Fiji



MERELITA ISIMELI
Manager PR and
Customer Service
Post Fiji Limited



SALOME BUADROMO
Senior Manager Human
Resources,
UWC South East Asia,
Singapore



MILDRED WADE
Sales Executive
Yellow Pages



SAVENACA RALAGI



RAMEHWARAN NAIR



SEMI LEWENIQILA
Law Practice Student,
Sacramento, California



SHARVIND KUMAR
Manager Imports / IT
Support (West)
Williams and Gosling



TEVITA MAU
Manager Strategic
Planning,
Water Authority of Fiji



SHARYNE FONG
Head of Banking
Transformation,
BSP



UMESH PRASAD
Accountant (CFO),
Canine Control Council
(QLD) Ltd



TIMOCI MOTOKULA
General Manager,
Projects,
Telecom Fiji Limited



YENGTESHWAR NAIDU
Head of Operations,
British American
Tobacco

2005 COMMUNITY PROJECTS

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 continued until 2011 and ceased after the CAL training program became sustainable by being embedded into Fiji School of Medicine's curriculum.

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



RAVENDRAN ACHARI
Chief Financial Officer
Pacific & Fiji,
ANZ



**DR SALANIETA
SAKETA**
Permanent Secretary
for Health



ASHWIN LAL
Quality Assurance and
Process Improvement
Manager
British American
Tobacco, Samoa



MELANI GAVIDI
Senior Education
Officer
Ministry of Education



ASISHNA PRASAD
Crown Prosecutor,
Meredith Connel,
Auckland



NILESH PATEL
Owner
Neal's Trading



**RADIKA S.
KARUNARATNE**
Manager Customer
Insights & Analysis
Telecom Fiji



ANNA PADARATH
Fiji Womens Rights
Movement



INOKE BAINIMARAMA
Head of Marketing,
Pacific Marketing
ANZ



PRAVEEN SINGH



PENI TORA
Senior Manager
Ernest and Young
Chartered Accountants



MALTI KUMAR



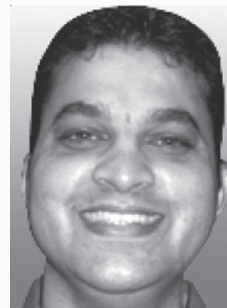
KITIONE NADARO



NEMANI LIGADUA
Assistant
Superintendent



SATYA NAND
Programmes Director



SHAMIM KHAN
Group Financial
Controller & Business
Development,
JYL International, Dili,
Timor Leste



UNISE CAWARU
Management
Accountant,
Secretariat of the
Pacific Community



ANTHONY
TAVUTAVUVANUA

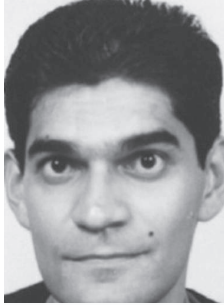


VILIAME BULEWA



IAN LEE

2003 PARTICIPANTS



DAVID DUDLEY
Manager Corporate
Banking
ANZ



JINESH PATEL
Sales & Marketing
Executive
Motibhai Group



EDDIE YUEN
Shipping and
Commercial Manager
Williams and Gosling



JONE VULI
Manager Credit
Westpac Tonga



THE LATE
RATU EPELI VUETIBAU



KIRAN SINGH



FRANCES LOGA
Manager Human
Resources
Telecom Fiji



LAISA BALE
Principal Consultant
& Managing Director,
SLAID (Fiji) Ltd



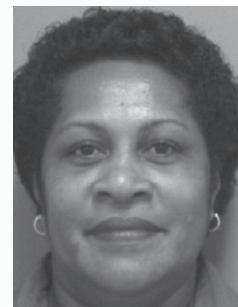
ISIROMI
BAYAMEYAME
Chief Executive Officer
Yasana Holdings



MARCUS HILL
Photographer
Islands Development



PITA
BULAMAINAVULA



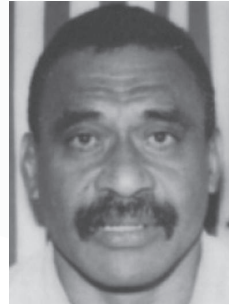
THELMA SAVUA
National Field Manager,
British American
Tobacco



RITESH PATEL
 Chief Information
 Officer
 Office Brands



VIJAY NARAYAN
 News Director
 Communications Fiji
 Ltd



SEREMAIA TUOGA
 Principal Valuer
 Agricultural Land
 Tribunal Department



VIKASH SINGH
 Area Regulatory Affairs
 Manager
 Australasia



SHALINI SINGH
 General Manager \
 Director
 Oporto Sylvia Park
 Restaurant



WILLIE KWONG
 Principal Auditor -
 Team Leader Large
 - Int
 Fiji Revenue & Customs
 Authority



TARAI KAMIKAMICA
 Corporate Services
 Manager



TERRENCE LOW
 Chief Executive Officer
 ANZ, Kiribati

2002 PARTICIPANTS



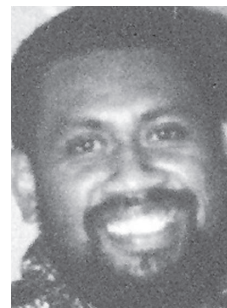
ARSHAD DAUD
Managing Director
Midlink Marketing



JIUTA WAKOLO



AUTIKO LOULOU
Manager Planning
Telecom Fiji



THE LATE
MALAKAI VEISAMASAMA



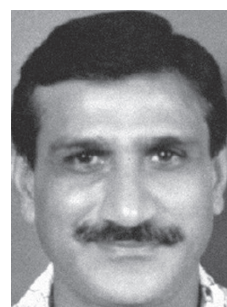
ESETA NADAKUITAVUKI
Senior Manager
Microfinance & Women's
Markets,
Westpac



MARICA HALACY



FILIMONI VOSAROGO
Senior Associate
Vakaloloma &
Associates



MOHAMMED
MAQBOOL
Sales Representative
BSP



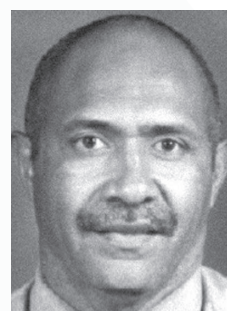
IVAN FONG
Chief Executive Officer,
ATH Group



MELI NACUVA



RAJESH PATEL
Director,
Motibhai Group



TIMOCI
TAVANANUA
MBA Student



RITESH SINGH
 Managing Director Suva
 Hub & Chief Operating
 Officer,
 ANZ Pacific



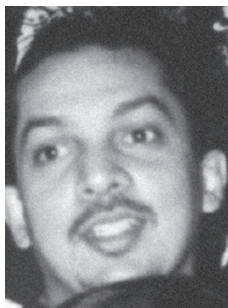
VIRISILA BUADROMO
 Principal Consultant,
 Buadromo Consultancy



SALOTE ULUINACEVA
 Senior Consultant,
 Maxumise (Fiji) Limited



VINEETA NAND
 Head of Communication
 & Public Affairs,
 British High Commission



SANJAY MAHARAJ



WAISEA TUIDRAKI
 Administrator
 Sigatoka
 - Lautoka Town Council



SATENDRA KUMAR



SOPHIE FOSTER
 Senior Real Estate
 Journalist,
 News Corp Australia



NAVI SOVALAWA
 Senior Properties
 Officer
 Westpac



ACKNOWLEDGEMENTS

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

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

ANZ
Bank South Pacific
BSP Life
Westpac Banking Corporation
Reserve Bank of Fiji
Pacific Leadership Program
Communications Fiji Limited
Fiji TV
The Fiji Times
Fiji Broadcasting Corporation
Williams & Goslings Limited
Flour Mills of Fiji
British American Tobacco
Fiji Corrections Service
Mark One Apparel
Vunikoka Farm
Government Agricultural Research Station
People's Community Network
Hilton Special School
Koroipita Community, Lautoka
Tavua Town Council
Punjias Limited
FRIEND Fiji
Vatukoula Gold Mine Limited
Holiday Inn Suva
Port Denarau Marina
Lagoon Resort, Pacific Harbor
Wyndham Resort, Denarau
Grace Road
Stoney Creek
FSC Lautoka Sugar Mill
The Pearl Resort, Pacific Harbor
East West Centre of Hawaii
Centre for Approved Technology & Development, Nadave
Leleuvia Island Resort

The Board would also like to acknowledge the support from the spouses and families of all the executives and participants of Leadership Fiji as well as the unwavering support from the Leadership Fiji Alumni Executive Committee and alumni members.



2016 AUDIT REPORT

CONTENTS	Page
Company Directory	1
Statement by Directors	2 - 4
Auditor's Report	5
Statement of Financial Position	6
Statement of Income and Retained Earnings	7
Statement of Comprehensive Income	8
Statement of Cash Flow	9
Notes to the Financial Statements	10 - 13

COMPANY DIRECTORY FOR THE YEAR ENDED 31 DECEMBER 2016

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

REGISTERED OFFICE: 231 Waimanu Rd
Suva

BOARD DIRECTORS: William H Parkinson
Sharyne Fong
Sufi Dean
Joel Sahai
Ilaitia Tuinamoala
Avaneesh Raman

BOARD MEMBERS: Melissa Koster-Levaci
Peter Rigamoto
Tupou Halofaki

SECRETARY TO THE BOARD: Tamara Smith

HONORARY AUDITORS: aliz pacific
Chartered Accountants & Business Advisors
Suva

SOLICITORS: Messrs Lateef and Lateef
Barristers & Solicitors
Suva

BANKERS: Bank South Pacific
BSP Life Centre
Suva

HEAD OFFICE: 231 Waimanu Road
Suva

STATEMENT BY DIRECTORS FOR THE YEAR ENDED 31 DECEMBER 2016

PRINCIPAL ACTIVITIES

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

BAD AND DOUBTFUL DEBTS

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

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

UNUSUAL TRANSACTION

In the opinion of the Directors, the results of the operation during the financial year were not substantially affected by any item, transaction or event of an abnormal character, nor has there arisen between the end of the financial year and the date of this report any item, transaction or an event of an abnormal character likely in the opinion of the Directors to affect substantially the results of the operations of the Company in the current financial year.

SIGNIFICANT CHANGES IN THE OPERATIONS

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

SUBSEQUENT EVENTS

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

RELATED BY PARTY TRANSACTION

In the opinion of the Directors all related party transactions have been adequately recorded in the books of the Company.

Dated at Suva this 21st day of April 2017



aliz pacific
Chartered Accountants and
Business Advisors

Suva Office
Level 8, BSP Life Centre
3 Scott Street, Suva.
P O Box 2475
Government Buildings, Suva, Fiji
Tel: (679) 3314044 Fax : (679) 3302188
Email : aliz@alizpacific.com.fj
Website: www.morisonksi.com

Nadi Office
Level 3, aliz Centre
231 Martintar, Nadi.
P O Box 11064
Nadi Airport, Fiji
Tel: (679) 6728308
Fax : (679) 6728443
Email : aliz@alizpacific.com.fj

LEADERSHIP FIJI LIMITED
(A Company Limited by guarantee, and not having a share capital)

INDEPENDENT AUDIT REPORT

Scope

We have audited the financial statements of Leadership Fiji Limited for the financial year ended 31 December 2016, consisting of Statement of Financial Position, Statement of Income and retained Earnings, Statement of income and expenditure, Statement of Cash flows and accompanying notes set out on pages 10 to 13. The Directors of Leadership Fiji Limited are responsible for the presentation of the financial statements and the information they contain. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the Leadership Fiji Limited.

Our audit has been conducted in accordance with Fiji Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether in all material respects, the financial statement are presented fairly in accordance with Fiji Accounting Standards so as to present a view which is consistent with our understanding of financial position and the results of the activities of Leadership Fiji Limited.

The audit opinion expressed in this report has been formed on the above basis.

Limitation to Scope

It is not practicable for Leadership Fiji Limited to establish accounting control over all sources of income prior to its receipts and accordingly it is not possible for our examination to include audit procedures to extend beyond the amounts recorded on the books of Leadership Fiji Limited.

Audit Opinion

In our opinion, subject to the possible effects of the limitations imposed by the foregoing, financial statements have been properly drawn up so as to present fairly the state of affairs of Leadership Fiji Limited at 31 December 2016 and of the results of its activities for the year then ended.

aliz pacific
aliz pacific
CHARTERED ACCOUNTANTS

DATE: 24th April 2017
SUVA, FIJI.

Page 5

Partners
Dr Nur Bano AII BA PhD CA
Zarin Khan BA CA AFBA
Sunil Sharma BA PGCM CA

"Helping clients succeed"

 **Morison KSI**
Independent member

STATEMENT BY DIRECTORS FOR THE YEAR ENDED 31 DECEMBER 2016

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 any Company has become or is likely to become enforceable within the year 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 obligation 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 which would make adherence to the existing method of valuation of assets or liabilities of the Company misleading or inappropriate.


AUDITORS


It devolves on Shareholders to consider the appointment of Auditors, the Directors recommend that as permitted by Section 1 Part 4 of the Companies Act, Shareholders pass a resolution that no Auditors be appointed for the year ended 31 December 2017.

To enable a resolution to this effect to be adopted, all members of the Company having a right to vote on the resolution pass an unanimous resolution on or before the Annual General Meeting that no Auditor be appointed. Accordingly, a form of agreement not to appoint an Auditor shall be submitted for signing by all the Shareholders at the Annual General Meeting.

Dated at Suva this 21st day of April 2017.

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


.....
DIRECTOR


.....
DIRECTOR


STATEMENT BY DIRECTORS FOR THE YEAR ENDED 31 DECEMBER 2016


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

- (a) the accompanying Statement of Comprehensive Income is drawn up so as to give a true and fair view of the loss of the Company for the year ended 31 December 2016;
- (b) the accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the Company as at 31 December 2016;
- (c) the accompanying Statement of Cash Flow is drawn up so as to give a true and fair view of the cash flow of the Company for the year ended 31 December 2016;
- (d) at the date of this Statement there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due;
- (e) The Financial Statements have been made out in accordance with applicable Accounting Standards and the Companies Act, 2015.

Dated at Suva this day of 2017.

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


.....
DIRECTOR



.....
DIRECTOR

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2016


	Notes	31 December 2016 \$FJ	31 December 2015 \$FJ
CURRENT ASSETS			
Cash and Cash Equivalent	3	24,480	11,790
Accounts Receivable	4	5,000	0
		29,480	11,790
NON CURRENT ASSETS			
Property, Plant & Equipment	5	0	74
Total Assets		29,480	11,864
CURRENT LIABILITIES			
Sponsorship in advance	6	15,000	0
Other Payables	7	0	460
Total Liabilities		15,000	460
NET ASSETS		\$14,481	\$11,404
ACCUMULATED FUND			
Retained Earnings		\$14,481	\$11,404
TOTAL FUNDS EMPLOYED		\$14,481	\$11,404

These Financials have been audited.

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



 DIRECTOR



 DIRECTOR

The Statement of Financial Position is to be read in conjunction with the notes to the Financial Statements set out on pages 10 - 13.

STATEMENT OF INCOME AND RETAINED EARNINGS FOR THE YEAR ENDED
31 DECEMBER 2016

	Notes	31 December 2016 \$FJ	31 December 2015 \$FJ
Net (Deficit) before Income Tax		18,077	6,637
Income Tax Expense attributable to Operating (Loss)	1.5	0	0
Income/(Expense) after Income Tax		18,077	6,637
Earnings/ (Loss) from the Beginning of the Year		11,404	4,766
Other Comprehensive Income for the Year		15,000	0
Earnings at the End of the Year		\$14,481	\$11,404

The Statement of Income and Retained Earnings is to be read in conjunction with the Notes to the Financial Statements as set out on pages 10 - 13.

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2016

	Notes	31 December 2016 \$FJ	31 December 2015 \$FJ
REVENUE			
Sponsorship - Cash	9	78,464	77,550
Sponsorship - In Kind	10	39,725	37,500
Participants Fees & Graduation Dinner		30,750	33,930
Event Proceeds		10,942	0
Other Income	11	5,000	0
TOTAL INCOME		164,881	148,980
EXPENSES			
Accommodation		12,841	10,765
Advertisement		5,000	15,500
Alumni Expense		380	7,213
Bank Fee		127	4,894
Catering		19,652	13,529
Communication & Internet		3,100	3,228
Depreciation		74	351
Event Costs		8,067	0
Leadership Training Cost - Direct		14,953	18,458
Office Cost		3,228	0
Overseas - Travelling & Accommodation		0	230
Printing & Graphic Design		20,402	10,498
Professional Fees - Audit & Accounting Fees		5,000	5,000
Professional Fees - Consultant Costs		29,952	0
Superannuation		0	5,260
Telephone		150	0
Transport		7,416	12,499
Venue Hire		16,461	5,000
Wages and Salaries		0	29,918
TOTAL EXPENSES		146,805	142,343
NET SURPLUS/(DEFICIT) BEFORE INCOME TAX		\$18,077	\$6,637

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 10 - 13.

STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31 DECEMBER 2016

	Notes	31 December 2016 \$FJ	31 December 2015 \$FJ
Cash Flow from Operating Activities			
Cash Receipts from Corporate Sponsors		78,464	77,550
Participants Fees and Dinner		30,750	33,930
Payments to Suppliers & Service Providers		(91,064)	(104,494)
Net Cash (Used)/ Provided by Operating Activities	8 (ii)	18,151	6,986
Cash Flow from Investing Activities			
Acquisition of Fixed Asset		0	0
Net Cash Used by Investing Activities		0	0
Net Increase/(Decrease) in Cash		12,677	6,986
Cash Balance at Beginning of Year		11,786	4,799
Cash Balance at End of the Year	8 (i)	\$24,463	\$11,799

The Statement of Cash Flow is to be read in conjunction with the Notes to the Financial Statements set out on pages 10 - 13.

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2016

1. STATEMENT OF ACCOUNTING POLICIES

1.1 General Accounting Policies

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

1.2 Particular Accounting Policies

The following particular accounting policies which materially affect the measurement of surplus/(deficit) and the financial position have been applied:-

1.3 Fixed Assets and Depreciation.

Fixed assets are stated at cost less aggregate depreciation. Depreciation has been calculated using the following rates: -

	Straight Line
Computer Equipment	40%
Furniture Fixture & Fittings	12%

1.4 Value Added Tax (VAT)

The Statement of Financial Performance and Statement of Cash Flow have been prepared so that all components are stated exclusive of VAT.

1.5 Taxation

The Company is exempt from Company Tax under section 17 of the Income Tax Act.

1.6 Employee Benefits

(i) All employees who are Fiji Citizens belong to the Fiji National Provident Fund, an independent statutory administered fund. The Company has no liability for current or past service pensions.

(ii) The amounts expected to be paid to employees for the pro-rata entitlement to long services, annual and sick leaves are accrued annually at current pay rates having regard to experience of employee's departures and period of service.

1.7 Changes in Accounting Policies

There have been no material changes in accounting policies since the previous Annual Financial Statements.

2. SHARE CAPITAL

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2016

3. CASH AND CASH EQUIVALENTS

Cash and Cash Equivalents	31 December 2016 \$FJ	31 December 2015 \$FJ
Cash at Bank - Bank South Pacific	24,463	11,786
Cash on Hand	17	4
	\$24,480	\$11,790

4. ACCOUNTS RECEIVABLE

Accounts Receivable	31 December 2016 \$FJ	31 December 2015 \$FJ
Digicel	5,000	0
	\$5,000	\$0

5. (i) PROPERTY PLANT & EQUIPMENT

	Date of Acquisition	Cost 31/12/16	Accumulated Depreciation	Depreciation	W.D.V. 31/12/16
31st December 2016					
Logitech Pointer		392	341	51	0
Fax Machine		700	700	0	0
Data Projector		4,000	4,000	0	0
Laptop		3,325	3,325	0	0
		\$ 16,808	16,382	51	0

(ii) RECONCILIATIONS

Reconciliations of the carrying amounts of Property, Plant and Equipment by class at the beginning and end of the financial year.

	Office Equipment
Carrying amount at the beginning	74
Additions	0
Disposals	0
Depreciation expense	(74)
	\$0

6. Sponsorship in Advance

Sponsorship in Advance	31 December 2016 \$FJ	31 December 2015 \$FJ
ANZ	15,000	0
\$	15,000	\$0

7. Other Payables

Other Payables	31 December 2016 \$FJ	31 December 2015 \$FJ
FNPF	0	345
PAYE Tax	0	115
\$	0	460

8. Notes to the Statement of Cash Flow

(i) Reconciliation of Cash

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

	31 December 2016 \$FJ	31 December 2015 \$FJ
Cash at Bank - Bank South Pacific	24,463	11,786
Cash on Hand	17	4
\$	24,480	11,790

(ii) Reconciliation of Net Cash Used by Operating Activities to Operating Income After Income Tax

Operating Income After Income Tax	31 December 2016 \$FJ	31 December 2015 \$FJ
Operating Surplus/(deficit) After Income Tax	18,077	6,637
Add: Depreciation	74	351
Increase/(Decrease) in Other Payables	0	(3)
Net Cash (Used)/Provided by Operating Activities \$	18,151	6,985

9. SPONSORSHIP - IN CASH

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

	31 December 2016 \$FJ	31 December 2015 \$FJ
ANZ*	15,000	15,150
BAT	10,000	10,000
BSP	5,000	5,000
BSP Life	5,000	5,000
NZHC	15,000	15,000
W & G Ltd	5,000	7,500
Digicel	0	5,000
Tradewinds Marine	5,000	
Fiji Airways	2,500	
MWH Global	15,964	15,000
	78,464	\$ 77,650

10. SPONSORSHIP - IN KIND

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

	31 December 2016 \$FJ	31 December 2015 \$FJ
Aliz Pacific	5,000	5,000
Communications Fiji Limited	10,000	10,000
The Fiji Times	5,000	5,000
Dominion Finance Limited	0	5,000
Quality Prints Limited	5,000	10,000
Unwired Fiji Limited	2,500	2,500
Digicel	600	0
Motibhai	5,000	0
USP Oceania Centre	3,000	0
Novotel	3,625	0
	\$ 37,500	\$ 40,650

11. OTHER INCOME

Other Income	31 December 2016 \$FJ	31 December 2015 \$FJ
Digicel	5,000	0
	\$ 5,000	\$0

12. Professional Fees - Consultant Costs

Professional Consultant Costs are consultant fees incurred in 2016 due to Leadership Fiji's contract with Bold Alliance to provide program management services.

13. CAPITAL COMMITMENT at Balance Date - Nil.

14. CONTINGENT LIABILITIES at Balance Date - Nil.

THANK YOU 2016 PROGRAM SPONSORS!



Platinum Sponsors

New Zealand High Commission
Australia & New Zealand Banking Group
MWH Global



Gold Sponsors

British American Tobacco
Communications Fiji Limited
Quality Print Limited



Silver Sponsors

Bank South Pacific
BSP Life
Aliz pacific
Williams & Gosling Ltd
The Fiji Times
Digicel
Tradewinds Marine Group
Motibhai Group



Bronze Sponsors



Unwired Fiji
Bondwell
Fiji Airways

