



2018 ANNUAL REPORT





OUR VISION

To develop and enhance the quality of leaders in Fiji

OUR MISSION

To develop and enhance the quality of leaders in Fiji through skills development and through strengthening relationships characterised by respect, trust and understanding.

This Mission will be accomplished by:

- Recognising that anyone can be a leader
- Involving leaders in a program which broadens their understanding of issues affecting our community
- Facilitating dialogue amongst leaders with varied background and interests
- Creating opportunities for communication between leaders across communities
- Promoting principles of accountability and transparency
- Enabling leaders to make a greater commitment to the development of our country
- Providing a forum for networking, personal development and exchange of ideas

OUR VALUES

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.



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BRIEF ON LEADERSHIP FIJI

Leadership Fiji is an independent, non-partisan, non-aligned entity, which depends on support drawn from the corporate, public and community sectors, and was established in 2000. While the Leadership Fiji program was inaugurated in 2000, our first program was launched in 2001.

It is modelled on the very successful Australian program, Leadership Victoria, and is aimed at mature leaders in the second or third tier of management who would be expected to be at the top of their vocation in the future years.

The Leadership Fiji Program is a leadership enhancing experience. It is a program of events

and activities taking 29 days in the year from March - November. These events/activities are designed to enable participants to meet, to discuss, and debate issues among themselves, and with invited speakers who demonstrate leadership skills and characteristics.

The program facilitates a network of on going communication and engagement between leaders.

The aim of the program is to attract participants from the private sector as well as Government, Statutory bodies, the Trade Unions, the disciplined forces and NGO's.

“ Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. ”

William Parkinson
Leadership Fiji Board Chairman

MANAGEMENT BOARD MEMBERS



William Parkinson
Board Chair
Managing Director,
Communications Fiji Limited
& PNG FM Limited



Sufi Dean
Director
Former Executive
Officer



Ilaitia Tuinamoala
LF2009
Director



Sharyne Fong
LF2005
Executive Director



Nancy Loaloa
LF2009
Director



Avaneesh Raman
LF2012
Director



Tupou
LF2009
President
Leadership Fiji Alumni



Viliame Waqalaivi
LF2017
Representative

“

Challenge yourselves – in all aspects of your life - and be the best you can be.

”

H.E. Mr Jonathan Curr
New Zealand's High Commissioner to Fiji
(Leadership Fiji 2018 Graduation Address)

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2018 PARTICIPANTS



Leadership Fiji 2018 participants at the Opening Retreat at Yatule Resort.

LEADERSHIP FIJI

2018 VISION

By 2038, Fiji will be transparent, accountable, just and fair. As proud Fijians, we will celebrate our rich diversity. Our people will be educated, innovative thinkers, enjoying healthy lives in a vibrant and sustainable economy.

Leadership Fiji: 2018 Program Outline

March	Thurs	1	6pm	2018 Launch/ Induction of 2016 Fellows
March	Fri/Sat	2-3	7am	OPENING RETREAT
March	Wed	14	8am	An Overview of Fiji's History
April	Wed	4	8am	Human rights & the Media
April	Wed	18	8am	Law & Order and Government Machinery
April	Wed	18	6.30pm	Etiquette Dinner
May	Fri/Sat	4-5	8am	Alternative Agriculture (WEST)
May	Wed	16	8am	Poverty & Social Welfare
May	Wed	30	8am	Fiji's Economy and Infrastructure
June	Fri/Sat	15-16	7am	MID YEAR RETREAT
June	Wed	27	8am	Environment
July	Wed	11	8am	Education
July	Thurs/Fri	26-27	7am	Sugar and Mining Industries (WEST)
August	Wed	8	8am	Health
August	Fri/Sat	24-25	7am	Tourism Industry (WEST)
September	Wed	5	8am	Fiji and the World
September	Wed/Thurs/Fri/Sat	19-22	6am	Look North (NORTH)
October	Wed	3	8am	Participants Choice
October	Fri/Sat	19-20	7am	CLOSING RETREAT
November	Thurs	1	3pm	2018 Visions and 2017 Fellows Project Presentation
November	Fri	2	7pm	2018 Class Graduation

2018 PROGRAM OVERVIEW

2018 Program Launch and Fellows Induction of 2016

The 2018 Leadership Fiji program was officially launched on Thursday 1st March at FNU's Tiri Restaurant in Suva, and saw the introduction of 29 new participants from very diverse backgrounds from around the country, selected out of numerous qualified applicants in a rigorous interview process.

Chairman of the Leadership Fiji Board, William Parkinson welcomed the new participants and wished them well on this life changing journey. Mr Parkinson introduced Chief Guest of the Launch, Ms Imrana Jalal, as "an old friend of Leadership Fiji and a regular speaker for Leadership Fiji before she left the country to take up position with the Asian Development Bank and now the World Bank." Mr Parkinson went on to say, "we are very proud of her achievements, now taking on what is probably one of the most senior positions held by any Pacific Islander in an international organization."

Highlights of Ms Jalal's speech included her advice to, "lead by example and don't be afraid to stand out", that "it's ok to make mistakes once", that it is important to "surround yourself with people of different opinions, mindsets, and ideas, and to get uncomfortable," and she encouraged us to "negotiate for an outcome that was more than just about you, or what you

want, or what's comfortable for you." In closing Ms Jalal emphasised that to manage the process of change you must be open to change within the change and be flexible.

LF2016 Fellows Induction

On Thursday 1st March, at the 2018 Program Launch we saw sixteen LF2016 graduates inducted as Leadership Fiji Fellows.

A part of the Leadership Fiji program it requires the graduating class undertaking another year of community service in order to be inducted as Fellows of Leadership Fiji.

LF2016 committed to the following community projects over the course of 2017:

- Homes of Hope project. Construction of a gazebo to create a learning environment for the children. Also, the group supplied them with pictorial library and donated single mattresses for the children.
- Malake Island mangrove restoration project. Planted over 6,000 mangrove plants and also carried out an awareness program with the villages on sustainability. Donated clothes and basic food rations.
- FRIEND Fiji. Sponsored two students for full time education for a year.
- Sago Palm. Planted sago palms and created awareness on sustainability for the villagers at Culanuku.
- Cleaned up rubbish at the Suva Point area.



Leadership Fiji 2018 participants, Vision Presentation.

2018 PARTICIPANTS



Abele Saunivalu

Officer of Auditor General

AKA: Bels

Best known for: delivering the Sevusevu at Vunidogoloa

Team: Tabua



Ajit Narsey

Narsey's Plastics

AKA: "The enforcer"

Best known for: his "thought provoking" questions

Team: Tilapia



Andrew Reddy

Market Development Facility

AKA: "Son"

Best known for: his diplomatic approach during Q&A

Team: Tilapia



Annie Robinson

Fiji Times

AKA: "one of the Nuns"

Best known for: her emotional maturity

Team: Tuitui



Darren Kwan

Tower Insurance

AKA: "The Baby"

Best known for: looking the best in miners overalls and never breaking any rules

Team: Tilapia



Devika Darshani

ANZ

AKA: Dev

Best known for: bringing the house down with her rendition of "I want it that way" during her "my life" presentation

Team: Tuitui



Hanisivae Taito

W&G

AKA: Nisi

Best known for: going the "extra mile" for her "my life" presentation

Team: Tagimoucia



Ilaitia Varani

Officer of the Auditor General

AKA: Varani

Best known for: "improvising" during end of day reflection sessions

Team: Tilapia



John Yee

JP Bayly Trust

AKA: John

Best known for: grand entrance at end of day session in Rakiraki

Team: Tuitui



Kaiava Lekenaua

National Fire Authority

AKA: Kai

Best known for: his undercover skills

Team: Tauratale



Kalolaini Ranadi

RBF

AKA: Kalo

Best known for: easily being led astray

Team: Tauratale



Karen Fong

The Greenhouse Studio

AKA: Kay

Best known for: Best Actress in a Supporting Role 2018 for the play "Billy Budd"

Team: Tilapia



Kolora Mason

Pacific Destinationz

AKA: "the other Nun"

Best known for: her resilience in 2018

Team: Tuitui



Marie Kid

Fiji Water

AKA: Miss Fiji Water

Best known for: connected to community and keeping us hydrated in 2018

Team: Tagimoucia



Mohammed Nawaz

Credit Corporation

AKA: Nawazi

Best known for: his voice of reason

Team: Tagimoucia



Nemani Lomata

National Fire Authority

AKA: "NEMS" and "HULK"

Best known for: creating LF18 catch phrase "Well Actually"

Team: Tagimoucia



Fawziyah Ali

W&G

AKA: Fawz

Best known for: stunning selfies and jewellery

Team: Tilapia



Pratika Kumar

CFL

AKA: Prats

Best known for: as "one of the boys"

Team: Tabua



Rangeeta Bali

Motibhai Group

AKA: RB

Best known for: her redemption speech at the opening retreat

Team: Tauratale



Sandhea Kiran

Paradise Beverages

AKA: Sandy

Best known for: being a connoisseur of rum and whiskey

Team: Tabua



Seruwaia Mario

ANZ

AKA: Seru

Best known for: her inquisitiveness

Team: Tilapia



Seymour Singh

FCCC

AKA: "Yvette"

Best known for: his powerful performance as presenter for LF18 Vision Presentation

Team: Tauratale



Takasa Panuve

Westpac

AKA: Taks

Best known for: her quick wit, timing, and sense of humour

Team: Tabua



Talei Tuitoga

Howell & Associates

AKA: Lei

Best known for: receiving the "Dama Award" during the North Trip for taking initiative at Dama Primary School and for her heart for community

Team: Tagimoucia



Taniela Rararua

RBF

AKA: Dan

Best known for: showing up in numbers to the mangrove planting project

Team: Tagimoucia



Tirath Sharma

Tirath Sharma Lawyers

AKA: "Party-Starter"

Best known for: kick starting 2018 community projects

Team: Tauratale



Viresh Chandra

BSP Life

AKA: Virus

Best known for: opening speech at Dama District Primary School

Team: Tuitui



Wilisoni Naqasima

Neptune Pacific Line

AKA: Claggart

Best known for: "challenging the dominant narrative"

Team: Tabua



Yvette Samson

Kontiki Finance Limited

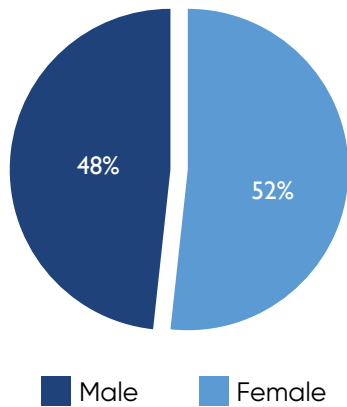
AKA: Miss Congeniality

Best known for: inspiring inauguration speech at Closing Retreat

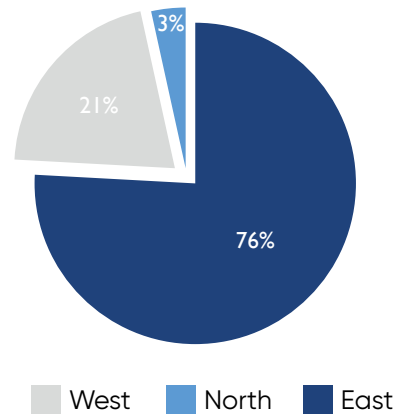
Team: Tauratale

2018 PARTICIPANTS DEMOGRAPHICS

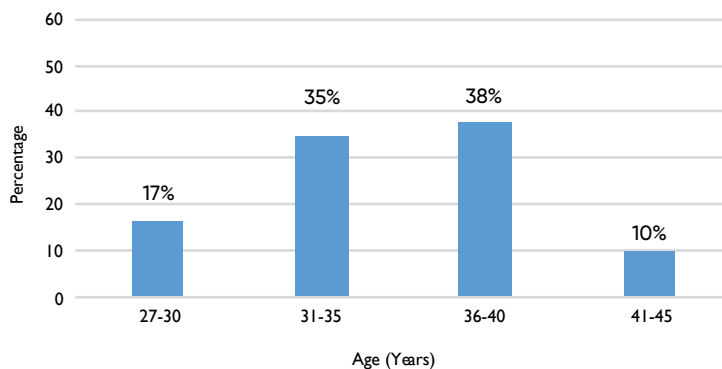
LF 2018 Participants Gender



LF 2018 Participants Region



LF 2018 Participants by Age



2018 CLASSROOM SESSIONS & SITE VISITS



Opening Retreat

Speakers: William Parkinson, Sharyne Fong, Sufi Dean, Tamara Smith

The opening retreat was three days and two nights at Yatule Beach Resort. This first retreat was all about getting to know ourselves and getting to know each other in the group and breaking out of our comfort zones. Personality tests, and exercises and activities that helped us stretch our opinions on leadership and identify our leadership styles were

a highlight of the retreat. Delving into leadership theory, adaptive leadership, and challenging us to re-think our leadership styles. The analogy most referred to since the opening retreat is the “first dancer.” As a leader you have to be willing to take the lead, step out, look silly, take the risk. This set the foundations for discovering our purpose, our “why” and developing our LF18 vision statement.

An Overview of Fiji's History

Duty Group: Team Tabua

Speakers: Dr Robert Nicole, USP, Professor Sudesh Mishra, USP, Professor Vijay Naidu, USP, Associate Professor Sandra Tarte, USP Professor Jon Fraenkel, Victoria University of Wellington.

There's no better way to start the Leadership Fiji journey than to look historically at the road Fiji has travelled to get to where we are today. We can boldly move into the future when we appreciate where we have come from. This session covered Fiji's cultural, political and economic history, the setbacks, the in-roads we have made, the success stories and the failings, and Fiji's leaders that were part of all this. Great learning came from understanding the reasons why historical



events took place, the leadership decisions that brought us there and the effects we are living with now because of those situations and decisions. Understanding what has transpired allowed us to form views on what a way forward for Fiji could look like, with the intellectual contributions of our speakers.

Human Rights & the Media

Duty Group: Team Tagimoucia

Speakers: Albert Seluka, Senior Advisor, Regional Rights Resource Team (RRRT), Ashwin Raj, Director of Fiji Human Rights and Anti-Discrimination Commission (FHRADC), Krishneer Sen, Project Officer Fiji Association for the Deaf (FAD), Shamima Ali, Coordinator Fiji



Women's Crisis Center (FWCC), Isikeli Vulavou, Founder and Executive Director, Rainbow Pride Foundation (RPF), Howard Politini, GM HR, BSP (lunch session), Elenoa Baselala, Fiji Times (FT), Vijay Narayan, Communications Fiji Limited (CFL), Dreu Vukailagi, Fiji TV (FTV), Indra Singh, Fiji Broadcasting Commission (FBC)

This session covered the origins and principles of human rights, a situational analysis of human rights in Fiji and an introduction to the various organisations in Fiji who champion the protection of human rights, their roles and their challenges. We also heard from representatives of the media who shared the process of gathering,

producing and presenting news stories as well as the challenges they encounter in upholding the integrity of the news, alongside the media bill.

We were also privileged to have Mr Howard Politini, General Manager of Human Resources, BSP, speak to us over lunch. Mr Politini shared his leadership journey and life lessons with us, reminding us to always be humble and accept challenges with gusto and determination.

We spent the afternoon visiting the different media organisations of print, radio and television to get an insight of the "behind the scenes work" that they do.



Law and Order and Government Machinery

Duty Group: Team Tilapia

Speakers: Mr. Joji Kotobalavu, lecturer at FNU and former PS to PM'S Office, Professor Biman Prasad, opposition leader of the current government, Mr Richard Naidu, Partner, Munro Leys, Mr Christopher Pryde, Director Public Prosecution, Mr Sevuloni Naucukidi, Supervisor Correction Facilities, Mr Viliame Naupoto, Commander RFMF

Law & Order and Government machinery is quite a complex and interesting topic. The contribution from the various speakers added much learning and insight to how the many institutions work within the government and/or independently to uphold law and order in our country.

From this session we learned how cabinet is formed and how decisions are made in parliament, the role and challenges of the opposition, the forming and purpose of our constitution, the role and responsibility of the DPP, an insight into the Fiji Correction Service and Rehabilitation programs, and the role of the Military in maintaining law and order in the country.

The lesson learned from this session is that we should always strive for progress. Progress is achieved by changes and changes are delivered by leaders. Any changes that we need to achieve should be within the law and order, and we must understand the government machinery to make informed decisions.



Etiquette dinner

Duty Group: Team Tuitui

18 The objective of this event as a program session was to introduce participants to the finer details of cocktail etiquette, networking, fine dining and business dinners.

The session started with Sharyne Fong highlighting important considerations when an invitation is received and how to prepare for a cocktail event. Some courtesies include calling to RSVP, ensuring you take note of the dress code, arriving on time and giving the best first impression. The main objective is networking and connecting with people. Make it a point to meet at least one new person each time you go out to a social event and follow through, by email or phone call, on conversations you have.

The dinner etiquette was covered by Mrs Amerika Grewal who provided participants insight to etiquette at business dinners, impressing business partners, behaving professionally and in good character. Some tips included introducing yourself to those at the table, being considerate to wait for everyone's meal to arrive, the use of napkins and utensils, talking to the wait staff if need be and ensuring an ongoing conversation at the table to keep networking and connecting.

We were fortunate to be given the opportunity to invite a guest and enjoyed a three-course meal while enjoying dinner conversation.

Alternative Agriculture

Duty Group: Team Tauratale

Site Visits: Commercial Honey Supplies, Nausori, Naboro Agricultural Sites, Naboro Prison Complex, Bens Trading, Navua, Government Research Station, Sigatoka, Devesh & Bharos Farms, Nadi, Vuda Piggery, Vuda, FRIEND Fiji, Tuvu

The field trip was extremely beneficial for gaining insight to the alternative agricultural industry in Fiji and hearing first hand from farmers and business owners, the struggles and successes they have experienced over the years. This was a profound learning experience in the leadership context for us and a turning point in our Leadership Fiji journey, to really look at ourselves and really ask what are we doing to “challenge the dominant narrative.” On the trip, the LF 18 group was asked to read and discuss *The Allegory of The Cave*, by Plato. Out of this discussion we learned, and to use the words expressed by one of our LF 18 participants, “we must challenge the dominant narrative.”

At all the sites we visited, we saw that those farmers and business owners who took initiative



and thought outside the square were the ones making real progress in the industry, brave enough to try different methods of doing things and not relying on Government hand-outs or say-so. These individuals also have a community mindset and have built into their business models outreach and assistance to the wider community. Some engaging local farmers to supply raw materials for their business, others employing the nearby village and community members, or tapping into the traditional knowledge readily available, to even sharing new methods of cropping or best practice to get the best yield. It was apparent that giving back and helping your fellow man was embedded into their framework.

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Poverty and Social Welfare

Duty Group: Team Tabua

Speakers: Dr Neelesh Goundar, Faculty of Business and Economics, USP, Lynnie Roche, Homes of Hope, John Yee, Bayly Trust Fund, Semiti Qalowasa, People’s Community Network

This session highlighted the need for a more inclusive approach involving dialogue and collaboration between the State and organisations that cater to the needy. This is essential to ensuring that the end to end process of eliminating poverty is fool proof, effective and efficient, by identifying causes, assessing scenarios and providing solutions while incorporating follow up and monitoring processes. Innovation is very important for any economy to grow over time and open up to new markets. Cooperatives can be one such innovation, to achieve as a group which might not be affordable for individuals.



Skills development and training to reduce poverty, in areas such as risk management and entrepreneurship, could also be a viable option.

This session taught us the importance to speak up, stand up and defend ourselves and others when you feel something is wrong.



Fiji Economy and Infrastructure

Duty Group: Team Tagimoucia

Speakers: Dr Sunil Kumar, Faculty of Business and Economics, USP, Mr Ariff Ali, Governor of the Reserve Bank of Fiji, Ms Ruth Williams, Director People, Capability and Culture, Fiji Revenue and Customs Service, Mr Saud Minam, CEO, ANZ, Mr Mark Halebe, Mark-One Apparel, Mr Kamal Prasad, Fiji Roads Authority, Mrs Talei Ligairi, Fiji Water Authority, Mr George Samisoni, FINTEL

This session provided an overview of the state of Fiji's economy within the Pacific Region, identified factors that have shaped and will continue to shape Fiji's economy, and examined the role of the private sector. We also learned of infrastructure development in the country, its achievements, challenges and opportunities.

A summary of the main discussion points:

- The need for better, well thought out policies in consultation with all stakeholders across

industry and private sector business.

- The need to re-look at the Agriculture Industry and how we can better sustain our Sugar and Forestry resources.
- Indicators of consumption and investment are positive and financial conditions are conducive for growth with labour market expectations being favourable. This poses a Human Resource challenge and the need for innovation around staff retention and reward.
- The need for quality leaders who can lead in this dynamic business environment and importance of building resilience – personally and of the business.
- Infrastructure and technology will continue to be a challenge as we attempt to upgrade and change to meet the changing times. What is needed is a model that caters to the needs of Fiji and is sustainable and able to be maintained.



Mid-Year Retreat

Duty Group: Team Tilapia

Speaker: Mr Greg Caigou

LF2018 had our Mid-Year Retreat at the Golden Point Resort in Rakiraki with facilitator, Greig Caigou from New Zealand.

The journey started out with the early morning bus ride from Suva on Friday 15 June, with "My Job" sharing on the bus as we made our way to Rakiraki via Kings Road.

The Mid-Year Retreat was a valued pit-stop at the half-way mark of the Leadership Fiji program. A welcome reality check and a turning point in the

Leadership Fiji journey for most of us. We were given the task to reflect on ourselves and our leadership qualities, and check that against what we practice every day and where we wanted to see change. The retreat also allowed us to get creative and stretch our minds with group activities and build a closer bond with team building fun.

The leadership reading "Ones Who Walked Away from Omelas" by Ursula K. Le Guin provided great discussion on the complexities of society in a utopian and dystopian state and reflection on the challenges of keeping a good society.



Environment

Duty Group: Team Tuitui

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Speakers: Dr. John P Leckey, PhD of NASA's Langley Research Centre, Mr Apenisa Tamanai, Climate Change and Education Officer, SPC/GIZ CCCPIR program, Ms Sandeep Singh, Director of Environment, Mr Ifiremi Dau of International Union for the Conservation of Nature (ICUN), Ms Tui Marseu of World Wildlife Fund (WWF), Mr Colin Philp of The Uto Ni Yalo Trust Fiji, Mr Tikoidelaimakotu Fuluna, Korova Village

This session brought understanding of the key national environmental issues and the role of different stakeholders in addressing environmental concerns.

Global perspective was brought by our first speaker, a skype call with Dr. John P Leckey, PhD of NASA's Langley Research Centre who took us through issues that cause and drive current climate change issues, and the instruments NASA use to provide data to policy makers. The speakers that followed brought a unique local perspective and the importance and need for education on climate change in the Pacific. The real problem being our one-use plastic consumption that is contaminating our oceans. Colin Philp shared

that over 300 million tonnes of plastic packaging is produced per year, and most of this ends up in our oceans! Organisations, movements and enterprise such as the Uto-Ni-Yalo Trust, World Wildlife Fund and ICUN are the advocates driving awareness of climate change issues in our communities and what real solutions can be implemented at community level to curb the effects of climate change. Buzz words during the discussion on effecting change included focus on sustainability, the Green Growth initiative, reducing carbon footprint, promoting renewable energy, and Environmental Impact Assessments (EIAs).

Our Site Visit was to Korova Village where Mr Tikoidelaimakotu Fuluna shared his family's journey from their homes on Fulaga in Lau to Suva Point, by traditional canoe and navigation, and how their traditional knowledge of canoe building and sailing, and the art of Masi making is sustaining the community. He also shared his experience travelling the world with the Uto Ni Yalo and other Voyagers, as well as his experience representing Fiji at COP23.

Education Session

Duty Group: Team Tauratale

Speakers: Ms Alison Burchell, Permanent Secretary for Education, Ministry of Education, Heritage and Arts, Mr Billy Fitoo, Programme Coordinator/Lecturer, USP, Dr. Brother Jim Madavana, Director, Montfort Boys Town, Mr Nemani Drova, Director of Catholic Education, Archdiocese of Suva, Mrs Analesi Tuicaumia, Director, Child Benefit Fiji, Mr Peni Taoi, Acting Director, National Training & Productivity Centre (NPTC), Mr Jonathan Todd, Country Manager, Fiji, Australia-Pacific Technical College (APTC)

Some of the key takeaways from the session was the need to “develop skills for the future, not skills for now” (Ms Alison Burchell), for more “hands-on, minds-on and hearts-on learning experiences.” (Mr Billy Fitoo), and that it’s not all about classroom learning and academic achievement, but the overall development of the child needs to be factored into our education systems.



Education is a cornerstone of our society and we must revive the respect and value that it deserves. Education is more accessible now in Fiji than it has been in the past but is only as good as what the user makes of it. Therefore, today’s parents and students need to make best use of the opportunities they are given to learn. Parents need to instil the value of education in their children and realise the value of an all-round education for their children – academic, spiritual, social, cultural, global – if we are to develop “ideal adults” for the future.

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Sugar and Mining Session

Duty Group: Team Tabua

Speakers: Mr Saimone Johnson, Sugar Research Institute, Ashween Ram, South Pacific Fertilizers Ltd, Karan Singh and Liam Costello of Paradise Beverages, Peter Drysdale, Koro-i-pita, Parmin Kumar, Sugarcane Growers Fund, Dinny Laufenboeck, Vatukoula Gold Mines Limited, Praveen Lata, Tavua Town Council

The speakers gave us an in-depth view into one of Fiji’s top economic sectors, however we felt that the same old sentiment held true - more unresolved issues at the grass-root level with farmers having to ponder their future. Many businesses have vested interest in the success of this sector, is there possibility of hand holding initiatives with the State for the betterment of it? It became apparent to us that, innovation, creativity and teamwork is key to growth and success in this industry. Ten participants were lucky to venture down one of the



mine shafts at Vatukoula Gold Mines, some 500 meters underground, to experience and witness first-hand the work that miners do. The Sugar and Mining industries create a lot of employment in the nearby towns and businesses and there is still hope that it will remain to support the community. We were also fortunate to visit Koroipita Model Town and were proud to see the home that our LF2017 colleagues built as part of their LF Fellows project earlier in June.

Health

Duty Group: Team Tagimoucia

Speakers: Dr Isimeli Tukana, National Advisor NCD at the Ministry of Health and Medical Services, Mrs Keshvi Sukul, Managing Director of Health Plus, Mr Asaeli Naika, Nutritionist at the National Food and Nutrition Centre, Dr Rajesh Sharma, Team Leader of Diabetes Fiji, Dr Theresa Yee Chief, Director of Private Medical Clinic, Mr Inoke Bainimarama (LF2003), Board Member of Fiji Cancer Society

Each speaker indirectly challenged us to prioritise our physical and mental health, question our lifestyles and examine the health care system in Fiji. We were made aware of our health system's challenges and future plans. A unifying theme being the need for awareness and education in our communities on the benefits of healthy eating and exercise, removing the stigma of mental illness, removing the cultural barrier of reluctance to seek professional medical help when needed



and a renewed respect and appreciate for the life we have and the life we are blessed to live. Our session ended with a tour of St Giles Hospital facilities and the group was provided an overview of the types of admissions cases which are related to stress, substance abuse, attempted suicide, and inadequate family and social support. We were so impacted by our visit, that we chose to include St Giles as one of our community projects for 2018.

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Tourism Industry (West)

Duty Group: Team Tilapia

Speakers: Ms Luisa Finiasi of Tourism Fiji and Mr. James Sowane, Pacific Destinations, Mr. Brian Kirsch, Fiji Hotel & Tourism Association, Mr Tui Kabu, Fiji Backpackers Association, Mrs Mereseini Baleilevuka of Free Bird Institute, Mr Akshay Singh of Raffe Group of Hotels, Mr Sharun Ali and Mr Shane Hussein - Fiji Airways, Mr Clyde King - Wyndham Resorts, Ms Cynthia Rasche - Denarau Marina, Mr Arif Khan - Cacao Fiji's Chocolate Factory, Mr Savenaca Delai, Sigatoka Sand Dunes

Key takeaways for us was understanding, through engaging discussions with our speakers, the mechanics of the Tourism Industry and the different key stakeholders who contribute to the growth of Fiji's largest industry. The question and answer sessions allowed us to probe further for an in-depth look into the challenges faced by these stakeholders, what they have learnt from these



challenges and the plans to remain sustainable for the future.

Fiji and the World

Duty Group: Team Tuitui

Speakers: Mr Kristian Miles of Mangroves for Fiji, Mr. Jonathan Curr, H.E The New Zealand High Commissioner to Fiji, Mr Atu Siwatibau (LF2004), Mr Bakhodir Burkhanov, UNDP Pacific Office

This session provided an overview of the current links and relationships Fiji has with the rest of the world and broadened our understanding of the key policies and agreements in place between Fiji and our International partners. We especially enjoyed listening to H.E. Mr. Jonathan Curr who shared his career and leadership journey with us, and we were so inspired by his diplomatic demeanor and communication skills. This session



showed us the importance of strong international relationships.

Look North (North)

Duty Group: Team Tauratale

Site Visits/Speakers: Dama Primary School, Bua, Cocoa Farm, Dreketi, Daku Resort, Savusavu, Shane Bower, Artist, Workshop, Savusavu, Savusavu Tourism Association, Justin Hunter Pearls, Savusavu, Kula Palms, Kuladrusi, Vunidogoloa, Climate Change resettlement, Nawii Island development, Seaqaqa Agricultural Research Station, Office Commissioner Northern, Labasa Farm Fresh, Labasa Fire Station, Labasa Sugar Mill

To say this “Look North” session and trip to Vanua Levu was enlightening is putting it lightly, this trip was the catalyst for many new and positive changes in the lives of all 29 LF2018 participants.

The four-day trip to the North has broadened our knowledge of the people, industry, challenges and potential in Vanua Levu. The common theme across businessmen and businesswomen and the town-folk was accessibility – or the lack of – to essential services (health, water, education, transport) and a lack of sustainable support to this area. We also learned about how much of the business and industry in Vanua Levu contributes



to Fiji’s economy and the potential for more. Speaking with the different stakeholders it was apparent that there are many opportunities, but little ability to turn these into a reality in the face of common challenges – access, time and money.

This trip touched all 29 of the LF 2018 group, so much so that the group started discussions on the possibility of a community project in the north for our fellowship project in 2019.



Participants Choice

Duty Group: Team Tabua

Speakers: Mr Dave Aidney, Managing Director of Williams Gosling, Mr Howard Politini, General Manager HR of BSP, Mr Daryl Tarte, Writer, Chairman of Konitiki Board and Former Board Chair of Leadership Fiji, Madam Cathy Wong (LF2008), Owner Suva Physio Centre

The speakers shared many insightful lessons, among them was the reminder that leaders help themselves and others to do the right things, leaders set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to “win” as a team or an organisation and it is dynamic, exciting, and inspiring.

Authentic leaders are positive people with truthful self-concepts who promote openness. By building trust and generating enthusiastic support from their subordinates, authentic leaders are able to improve individual and team

performance. We have to find a purpose in life and do what we do best. As a leader, you must envision the future, passionately believe that you can make a difference, and inspire people to achieve more than they may ever have dreamed possible.

Empowerment alone is not enough. You must train and coach your people to enhance their learning ability and performance. Making mistakes is essential to innovation and organizational growth, as long as systems are developed to learn from failures and to avoid making the same mistake twice. Treat failures as learning opportunities. Develop a tolerance for mistakes and give your people freedom to fail, learn from failures, and start again more intelligently.



Closing Retreat

Duty Group: Team Tagimoucia

Our Closing Retreat started off with buddies sharing their “I plan to ...” commitments on the Malolo Cat 40-minute boat ride to Plantation Island. At the island, we were traditionally welcomed by the management and staff of Plantation Island Resort and the sessions started off with a talanoa session with our Resident Leader, Vera Chute.

Following Ms Chute’s presentation, we proceeded with participant reflections where we were allowed 4 minutes to share our journey, personal experiences and views of LF2018. LF Executives challenged us to be adaptive leaders and Executive Director, Sharyne Fong also shared some insight on her action plan for leadership training after Leadership Fiji.

We concluded the retreat with our buddy discussions and deciding our “Leadership in Action” pledge with each other. It was our

responsibility to hold our buddies accountable in achieving our action plans in 2019 and beyond.

We learned a little bit more about our fellow participants, their experiences, their plans and we also got to appreciate each other and reminisce about the past eight months of our LF2018 journey. We also spent whatever spare time we had to discuss our LF2018 fellowship project and pointers for our Vision presentation.

Being that this would be the last session as a group, there were a lot of tears and thus very fitting to have our final reading with Sharyne on ‘New Beginnings.’ It resonated well with the entire group and has become our mantra and guide for our journey going forward.



2018 Vision & 2017 Fellows Presentations

Duty Group: Team Tilapia

28

Venue: Fiji Times training room in Suva

Panel: LF's Board Chair, William Parkinson, LF Sponsor, Hank Arts General Manager Fiji Times, and Thelma Savua LF2003.

This session in our Leadership Fiji (LF) program calendar is looked forward to by our Leadership Fiji Board, sponsors and employers. It is where the current year group shares their vision and community projects and the previous year group presents their Fellowship project.

Leadership Fiji Executive Director, Sharyne Fong welcomed sponsors, guests, the panel and LF 2017 and LF 2018 group.

The session commenced with LF2017's Ritesh Ratiram presenting on behalf of his year group on their major community project undertaken as part

of their Fellows program. He shared details of their "build a home" project in Koro-i-Pita project as well as other community projects completed throughout the year. Ritesh talked through the challenges faced and how the LF 2017 group fundraised for their project. LF 2017 had 90% participation (30 out of 33 participants) in their project.

Yvette Samson and Seymour Singh presented on behalf of LF2018, covering the six community projects completed in 2018, fundraising effort for these projects and the LF2018 fellowship project - the refurbishment of a library for Dama Primary School in Bua, Vanua Levu - and the plan and anticipated challenges for this 2019 project.

The panel commended LF2018 on their presentation and wished them all the best with their 2019 project.



Graduation Dinner

Duty Group: Team Tuitui

Venue: Holiday Inn in Suva

Master and Mistress of Ceremony: Viliame Waqalaivi and Naomi Tagilala LF2017
Chief Guest, New Zealand High Commissioner to Fiji, H.E. Mr Jonathan Curr and Mrs Curr

Welcome Address: Mr Parkinson, Leadership Fiji Board Chair

Mr Parkinson welcomed family, friends, colleagues, employers, sponsors, participants, LF Alumni and the LF Board and announced Leadership Fiji's plans to step out of its comfort zone, setting up a Leadership Institute.

Chief Guest, H.E. Mr Jonathan Curr in his address reminded us all to be better versions of ourselves, he stressed "Leadership is not only for the workforce it is whenever you are called to be a leader."

Following the dinner, our certificates were presented and photos were taken. Our LF2018 elected board representative, Yvette Samson

delivered her vote of thanks and left us with three quotes that really stuck by her on her LF2018 Journey, these were:

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

"As long as you are standing give a hand to those who have fallen."

Proverbs 3: 27 - "Do not withhold good from those to whom it is due when it is in your power to act"

The evening ended with guests mingling and enjoying each other's company. What a special night to remember as we celebrated our journey and all the learnings we gained from Leadership Fiji.

Editors Note: Congratulations LF2018...to new beginnings!

LEADERSHIP FIJI CHAIRPERSON'S ADDRESS 2018 GRADUATION

Welcome to the graduation ceremony for Leadership Fiji 2018. Let me begin by acknowledging the presence of our Chief Guest Jonathan Curr and his wife Florence. Thank you to our sponsors, with special acknowledgement to Fiji Water, Exchange and Finance and Munro Leys who joined us as sponsors this year, the Leadership Fiji Alumni, and friends of Leadership Fiji. Finally, the stars this evening the graduating class of 2018.

This is our 17th year of operation and this year's 29 graduates take the Alumni total up to 412. I note this evening the presence of some of our founding class of 2002. I have been especially thrilled that this year they have reignited their group via regular get togethers. I know I speak for Sufi and other founders of the program in saying that it is particularly gratifying to play "spot the LF alumni" in the media or at public functions. It is a visible reminder of the impact the program has had over the last 17 years. Recently I was at Parliament House Port Moresby attending an event celebrating the courage of woman leaders in Papua New Guinea and I was astounded to find at the event four LF alumni one of whom was a judge for the event.

At this stage I would also like to acknowledge Fiji Water's support in sending alumni members to the Aspen Leadership Institute in the USA. Cathy Wong (LF08), who has just returned, is the sixth participant in this program, and our Executive Director Sharyne Fong returned to Aspen this year to attend their action forum. This has presented us with a wonderful opportunity to network with leaders across the world. An example of this is that over the last couple of years participants have had a presentation on climate change via Skype from NASA's expert on climate change Dr. John Lecky. He met our Executive Director Sharyne Fong at Aspen and has supported us ever since. We are still hopeful that we will be able to get him to Fiji in person at some stage.

As I have said at previous events Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. Yesterday, last year's graduating class presented to the board and sponsors a report on their community project. To explain, the Leadership Fiji program comprises two phases. The first is the actual program and the second occurs the following year when participants are required to complete a community project, unsupervised, to earn themselves recognition as a fellow of Leadership Fiji. You will hear all about LF2017's achievements at the launch of next year's program and I know you will all be very impressed. I say all this because we have just conducted a quick survey of projects completed since 2006, when we started the community program, and the survey revealed that well over 50 projects have been completed and some are ongoing. As part of this we have committed to providing scholarships for participants, particularly from the not for profit sector. I note that LF 2017, who have developed a close relationship with the Koroipita settlement, have committed to funding someone from that community to take part in the 2019 program.

We want to grow the community action element of the program for both participants and alumni and so we have established a LF Community Fund led by a steering committee, Rajesh Patel (LF2002) as Chair, Thelma Savua (LF2003), Anare Manulevu (LF2005), Ritesh Ratiram (LF2017), and by the way we are searching for one more legal practitioner within Alumni to volunteer!

On the subject of strategic planning we have just completed our annual review of our strategic plan. As a board, we recognize that Leadership Fiji is very much at a crossroads having reached a size that requires us to be bold, step out of comfort zone and take on the challenge of establishing a proper corporate structure for Leadership Fiji,

with the eventual aim of creating a Leadership Institute for Fiji, delivering development programs focussing on values based leadership. This will be a big step for us. We are well aware of the dangers of overreaching. We are also anxious to preserve independence as a financially sustainable, Fijian, not for profit organization. So watch this space!

Before I conclude, 2018 has had its challenges. Tamara Smith stepped down as Executive Officer mid-year, and we were fortunate that Gabriella Wong was able to assist, at short notice, but I want to pay special tribute to our Executive Director volunteer, Sharyne Fong, who has been one amazing leader this year!

William Parkinson
Chairperson Leadership Fiji

Tonight, as our Chief Guest, I am delighted to welcome the New Zealand High Commissioner to Fiji Jonathan Curr. The New Zealand High Commission was one of Leadership Fiji's foundation sponsors and they continue, to this day. Jonathan has a long association with the Pacific, having served as Deputy High Commissioner in Tonga, where he I believe he met his wife Florence, who has a long association with Fiji as a graduate of USP. More recently, Jonathan has served in Turkey and the Middle East. I note he speaks Arabic and Chinese, and I presume some Tongan! No pressure Jonathan, but I did note from your CV that you hold a teaching diploma in Speech and Drama from Trinity College, amongst many other qualifications.

LEADERSHIP FIJI 2018 GRADUATION

KEYNOTE ADDRESS: NEW ZEALAND HIGH COMMISSIONER

Tihei mauri ora!
E nga mana
E nga reo
E rau rangatira ma
Tena koutou tena koutou tena koutou katoa

Ni sa bula vinaka
Namaste
Salam Aleikum

It is a pleasure to be with you this evening.

I arrived in Fiji on the 24th of February just over 8 months ago. On the 1st of March, just 5 days later, I had my first encounter with Leadership Fiji. This was for the 2018 programme launch and induction cocktail. Even though few would have known who this strange new guy was back in March, I like to think of myself as having been with the 2018 participants right at the beginning of your journey on this programme. And I am proud that the New Zealand High Commission has been a supporter of Leadership Fiji since the inception of this programme in 2002. Of course it is not only the High Commission. I would like to acknowledge and pay tribute to all those organisations that support both Leadership Fiji, and leadership development for their staff in general. As I have progressed in my own career, I have come to see leadership development as incredibly important. Leadership, as I am sure all of you know by now, is not the same as management. Competent performers go only so far in an organisation before they need to develop leadership skills in order to take their performance to the next level. With some 18 years in New Zealand's Foreign Service behind me, four of which have been as an ambassador or high commissioner, having met with business leaders, ministers, prime ministers and presidents, I am convinced that leaders are made, not born. We can all be better versions of ourselves.

On this programme, I expect you have learned a lot about who you are.

Some of this might have been confronting. Your job title might make you a boss, but it does not make you a leader. Some of you may have found that you are not as good as you think you are. And others – perhaps all of you - may have discovered that you are more capable than you realised. Becoming a leader is not meant to be easy. It is uncomfortable. It is often lonely. Especially when it comes to the unsettling business of leading organisational change or – those dreaded words beginning with the letter “r” – “restructuring” and “redundancies” Learning and understanding your strengths and weaknesses – and doing so honestly – will help guide you in your personal development.

This is true during the programme, and it's true beyond it. Building personal resilience is critical. It will help you weather those moments when you wonder, as I have occasionally, why you ever accepted the challenge of greater responsibility. Those moments when you wish you could trade places with the person who sweeps your floors, pumps your gas, fillets fish, or works in a nice, quiet, seemingly stress-free environment like a library. I don't mean to diminish these professions – I've done all these jobs by the way while I was putting myself through university. But deep down, you keep going; you know that was never going to be what you really wanted – because we are all different. And you have learned to “dig deep” and get on with the tasks at hand with the support of your friends and your family, and the techniques we all develop to “keep calm and carry on” in that wonderfully British way of understating the effort that sometimes requires.

I know that your organisations would not have nominated you for this programme if they did not think you were ready, and that you had the potential to be leaders in your own organisations. And here you are today, at the end of your programme.

At moments like these, I recall my own first experience of leadership development.

A leadership training provider, which had an existing relationship with the New Zealand Defence Force, had approached the Foreign Ministry to offer a place for one of their staff on a one week residential programme.

I was volunteered to be the guinea pig, because I was between assignments at the time, having just finished in the Office of the Minister of Foreign Affairs, and before I was posted to Egypt.

To be honest, I had not been very enthusiastic.

In fact, I had been downright cynical.

I wanted to learn new practical skills, but I had little interest in spending a week away from home and family.

I had visions of being made to sit in a circle, hold hands with my fellow course participants as we sang kumbaya together, learning a bunch of positive yet empty affirmations, and listening to a lot of cheerleading about leadership from strangers who did not understand my organisation.

But I surprised myself.

I learned more about what effective leadership means, about myself, and how to improve my own leadership qualities, in that one week than I had learned in the last decade relying on myself.

In looking through my old notes of this experience, I found some succinct words of wisdom to share with you.

Amongst my papers was a one-pager on "turning 'good' managers into 'extraordinary' leaders".

This is 10 years old now, but it still strikes me as good advice:

You need to fix the 5 fatal flaws that consistently result in leadership failure:

1. An inability to learn from your mistakes
2. A lack of relationship building skills
3. A lack of openness to new ideas
4. A lack of accountability
5. A lack of initiative

Good leadership rests on five strong pillars:

1. Personal capability
2. A focus on results

3. An ability and willingness to lead change
4. Strong interpersonal skills
5. CHARACTER (and this is in capital letters) – integrity, building and acting with trust and credibility

There is a lot that can be said about these 5 poles, but I want to take a moment to focus on character.

It hasn't always been trendy to speak of character, and there is likely no consensus over how you build it.

Organisations have tried to both enforce and encourage good character in their employees, through blunt instruments such as codes of conduct, and rather more positively through the adoption of organisational values.

The organisation that I work for – the New Zealand Ministry of Foreign Affairs and Trade – has, through an extensive consultative process with staff, adopted four values:

1. Impact – we achieve for New Zealand, every day, everywhere
2. Kotahitanga – we draw strength from our diversity
3. Courage – we do the right thing
4. Manaakitanga – we honour and respect others

During our heads of mission meeting in May this year, when all our ambassadors and high commissioners are brought home to meet with Ministry and other government leaders, I was asked to speak about what Manaakitanga means to me, personally.

I told a story that I had first heard in Sunday school, which has stuck with me all my life.

It is about a leader of a country – the King of the ancient kingdom of Judah - who faces the prospect of invasion by a foreign power, the Assyrian Empire.

His task is to prepare his people – this is surely one of the ultimate leadership challenges!

He asks his adviser, the Prophet Micah, whether he should rally his people through displays of pomp, ceremony and ritual.

Micah mildly rebukes the King, and tells him not to waste his time with such things.

Instead, he argues, the things that matter come down to three:

- To do justice;
- To love kindness;
- And to walk humbly.

This reminds me of a story I heard recently in Fiji that I also wanted to share with you.

It was advice given to some Police cadets as they graduated from their training and became ready to swear an oath as Police officers, and to begin a career of public service.

It was advice about how to eat a Pawpaw - It goes something like this.

A young boy was walking in the village with his father. His father found a pawpaw, gave it to his son, and told him to always start eating from one particular end of the pawpaw first. Why, asked the son? So you always eat the sweetest part of the pawpaw last, replied his father. That makes sense thought the boy, as he prepared to demolish the last bit of the pawpaw. But his father interrupted him and said, "my son, do you want to know the real reason why you leave the sweetest part of the pawpaw to the end?" "Why is that, dad?" "It's because," said his father, "if you come across someone from the village and they are hungry, you have the best part of the pawpaw to share with them."

There is a book by Simon Sinek called "Leaders Eat Last".

It is based on the premise that great leaders sacrifice their own comfort for the good of those in their care.

This builds trust and helps form great teams that will go the extra mile.

It breaks down the cynicism, paranoia and self-interest that can infect the workplace.

I would argue that what's good for an organisation, is also good for society at large.

The leadership lessons you have learned over the last 8 months are not just for the workforce.

They are for whatever place in which you find yourself a leader.

Maybe it's a sports team, a religious organisation, a cultural activity or volunteer work.

Maybe it's simply in being a good citizen.

The book I recommended to you when I spoke with you a few months ago, "On Tyranny: Twenty Lessons from the Twentieth Century" by Yale Historian Timothy Snyder is actually full of character lessons.

He believes that the 20th Century has taught us that we should all do things such as:

- Take responsibility for the face of the world
- Remember professional ethics
- Believe in truth
- Contribute to good causes
- Be a patriot
- Be as courageous as you can

In other words: be a leader.

Nobody is asking you to become a politician.

Only to remind you that leadership doesn't begin and end at the door to your office.

Becoming a better leader is something that you will do for the rest of your careers.

In fact, for the rest of your lives.

Challenge yourselves – in all aspects of your life - and be the best you can be.

I wish you all every success. And of course congratulations on your achievements.

Vinaka vakalevu, vakanuinui vinaka

2018 COMMUNITY PROJECTS



Father Law Home

Visit to Father Law Home and discussion with Sister Mere on needs of residents

Project Date: 18th August 2018

Activity: Donated bedding, cleaning & gardening supplies, personal hygiene items and hosted lunch for residents at the Home

Value of Project: \$5,000.00 and 30 volunteer hours

Benefits:

- The residents of Father Law Home now have much needed bedding and the Home has new cleaning and gardening supplies, to be able to make living more comfortable for the residents
- Leadership Fiji 2018 has now formed a relationship with the Home and would like to work toward improving the situation of aged care facilities in Fiji



Mangrove Planting Project

After the Environment Session (26th June 2018) we were made aware of how much mangrove degradation there is in Fiji and the real need to reforest to combat the effects of sea level rise caused by climate change

Project Date: 29th September 2018

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

Value of Project: \$1,000 and 180 volunteer hours

Benefits:

- Reforestation of mangroves is a valuable marine ecosystem and critical to combating the effects of climate change in protecting our shoreline from sea level rise and absorbing carbon emissions
- Leadership Fiji 2018 contributed to mangrove reforestation and we are interested in continuing to volunteer through mangrove planting with Mangroves for Fiji



Dama District School Book Drive

By referral from Leadership Fiji 2003 participant, Laisa Bale, Dama District Primary School became beneficiaries of Leadership Fiji 2018's book drive

Project Date: 19th September 2018

Activity: \$1,000 worth of books, stationery, learning material and teachers' aides, including a cash donation of \$300 for student field trip to Labasa

Benefits:

- Leadership Fiji 2018 has identified Dama District School for our Fellows Project in 2019 providing an opportunity to connect our vision to our work to improve education in Fiji
- Upgrading of the Dama District Primary School library will allow the children of Dama to improve their literacy rates and foster lifelong learning and allow the school to become a repository for future support and donations



Mobile Kindy

We were introduced to Analesi Tuicaumia, Director of Child Benefit Fiji and founder of Mobile Kindy, at the Education session (11 July 2018). Mobile Kindy provides free Early Childhood Education to disadvantaged communities in and around Suva.

Project Date: 2nd October 2018

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

Value of project: \$1,000 and 100 volunteer hours

Benefits:

- Supporting Mobile Kindy means supporting a child's physical, mental, emotional and social development and building strong foundations for lifelong learning
- Leadership Fiji 2018 has formed a lasting relationship with Child Benefit Fiji and wish to continue to assist Mobile Kindy in 2019, as well as help with advocacy for the importance and benefits of quality Early Childhood Education in Fiji



Lunch and Learn Session

Leadership Fiji 2018 organised this lunch and learn session as a fundraising activity.

Project Date: 11th September 2018

Activity: The session was on Using Emotional Intelligence to Strengthen Decision Making presented by Ms Arieta (Koila) Costello.

Benefits:

70 participants attended and \$2,135 was raised. Also good awareness of the Leadership Fiji Program to the attendees and great networking opportunity



Clothes Drive ST. Giles Hospital

Leadership Fiji 2018 visited St Giles during the Health Session on 8th Aug 2018. The clothes drive was an answer to an urgent need identified on our visit.

Project Date: 3rd October 2018

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

Value of project: \$1,000 and 100 volunteer hours

Benefits:

The Health session and the visit to St Giles enhanced our knowledge of mental illness, depression and stress in Fiji and the importance of taking care of your physical and mental health as well as maintaining healthy relationships at work and at home.

ALUMNI PROFILES

2017-2002



2017 PARTICIPANTS



Esala Nasaroa
Principal Internal Auditor
Fiji Roads Authority



Fareesha Shah
Manager
Ernst & Young



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



Neel Nitin Kumar
Key Control Testing
Analyst
ANZ Pacific Operations



**Yogendra
Gounder**
Team Leader, Brewing
Paradise Beverages



Jean Whippy
Sales Supervisor
Motibhai Group



Raziya Saheem
Registered Nurse
MIOT Pacific



**Ratu Joji
Lewenilovo**
Consultant
Self Employed



Rahul Prakash
Commercial Finance
Manager
British American Tobacco



Viliame Waqalaivi
Training Manager
BSP Life



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



Niven Maharaj
Resort Manager
Plantation Island



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



Semi Turaga
Journalist/News Presenter
Communications Fiji Ltd



Cornelia Smith
CRM Marketing Officer
Fiji Gas Limited



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



Rejeli Elaise

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



Yogeeta Raj

HR Manager
Mark One Apparel



Avikali Bari

Community Policing
Coordinator
Sigatoka Police



Naomi Tove

Accounts Officer
Fijian Teachers
Association



Ritesh Ratiram

Manager Operations
Star Printery



Nasik Swami

Senior Journalist/ Team
Leader
The Fiji Times Ltd



Filipe Tikoisuva

Sub Officer
National Fire Authority



Virisila Lidise

Associate Solicitor
Young & Associates



**Neelam K.
Sharma**

General Manager Legal
Credit Corporation



**Kuineta Taomia
Sokimi**

Senior Actuarial Analyst
Fiji National Provided
Fund



Rokowati Crocker

Qualified Fire Fighter
National Fire Authority



Aradhana Devi

Manager
KPMG



Arif Khan

Director
Bay Shore Fiji



Nitesh Chand

Manager, Hospitality
Sales
Motibhai Group



**Esther Ching Mei
Yee**

Reservations Coordinator
Pacific Centrecom



**Timoci
Tovomaiwai**

Resort Manager
Upriasing Beach Resort



Sunil Kumar

Social Enterprise Team
Leader
Homes of Hope,
Fiji



2017 COMMUNITY PROJECT

LF2017 Fellowship Project, Koroipita - LF2017 built a home at Koroipita that cost \$16, 708.88 and donated mattresses, construction helmets and tools. LF2017 also supported an applicant from Koroipita to the LF2019 program, Pravneil Chand. The group agreed to support Pravneil in the payment of 50% of his fees pending results of his LF scholarship application.

Ratu Ilaisa Memorial School, Sigatoka - The group invested \$7,007 in the purchase of hardware and equipment for the school's playground. The completed playground was handed over to the school and community on 12th January 2019.

Fatima Girl's Hostel, Suva - LF2017 purchased a refrigerator for the hostel at a cost of \$4,000.

2016 PARTICIPANTS



**Angeline
Christina Anthony**
Branch Manager
ANZ Bank



Arishma Kumar
Operation Risk
Compliance
& Audit Manager
W & G



**Christine Xueru
Zhang**
Manager, Audit Assurance
Ernst & Young



Isoa Vikari
Qualified Fire Fighter
NFA



James Pridgeon
General Manager
Uprising Resort



**Jason Roneel
Narayan**
Director of Programs -
Sargam
CFL



Jasween Bhan
Regional Fraud and
Scheme
Compliance Officer
Westpac



Jawahir Lal
Human Resources
Manager
Suva City Council



**Jitesh Jotika
Prasad**
Primary School Teacher
Ministry of Education



Leonard Chan
Manager Reconciliation
and Reporting
BSP Bank



**Meliki Talei
Matakibau**
Business Accounts
Manager
BSP Bank



Navin Raj
Executive Director
Fiji Institute of
Accountants



**Nilesh Sanjay
Chand**
Manager
Motibhai



Pretty Pritika
Principal Internal Auditor
FNPF



Priya Chand
Journalist
Islands Business



Rajesh Kumar
Sales Manager, West
Motibhai



Ronal Rinesh Prasad
 Manager Finance
 BSP Life



Shakhim Sharma
 Resident Engineer
 MWH



Shavlin Narayan
 Senior Systems Developer
 Telecom Fiji Ltd



Ulamila Mocesui
 Administration Manager
 Mark One Apparel



Vhandhana Sharma
 Associate Director
 ANZ Bank



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



Vishal Kumar
 National Sales Executive
 Total (Fiji Ltd)



2016 COMMUNITY PROJECT

Homes of Hope - outdoor shelter for new school, picture library for 3-5 years age group and donation of toddler mattresses.

Go Fiji Go Book - assistance with photos and info, bring book to selected schools in Fiji.

Sago Palms - support for Sago plantation awareness, maintenance and financial literacy awareness for the villages we work with.

2015 PARTICIPANTS



Shivani Raman
Sales Manager
Motibhai



Mellony Inia
Senior Personal Banker
ANZ Bank



Gina Rawalai
Reservations Manager
Flight Coordinator
Pacific Island Air



Unaisi Tagicakibau
Monitoring & Evaluation
Coordinator World Wide
Fund for Nature



Priscilla Reddy
Administration &
Marketing Manager
Pacific Training and
Management



Veronika Naiwaqa
Executive Secretary
International Labour
Organisation



Oripa Adicokocoko
Planning & Customer
Relations Officer
Mark One Apparel



Renee Whippy
Project Coordinator
iTVTi (Subsidiary of
Lyndhurst Limited)



Annie Kumkee-Chandra
Sales Manager
Williams & Goslings
Limited



Leilani Kotobalavu
Principal Economic
Planning Officer
Ministry of Fisheries and
Forests



Saleshi Chand
(MF) Director General
Office
Practice & Secretarial
Services



Susan Vocea
Senior Environment
Engineer
MWH Global - Fiji Branch



Ronald Prasad
Accounts Supervisor
Motibhai & Company
Limited



Epeli 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 & Goslings
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 PROJECT

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

Rukuruku district school - bulding of school play ground.

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

SPCA - donation of curtains.

2014 PARTICIPANTS



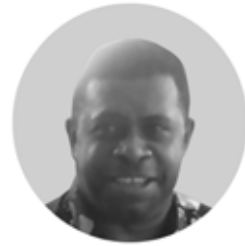
Ajay Bhan
Sales Manager
Motibhai & Company Ltd



Allyson Heritage-Vave
Business Analyst
ANZ Pacific Operations
Limited



Alrina Ali
Business Development
Manager
Telecom Fiji Limited



Anare Nakaunicina
Manager Procurement
Services
BSP Life



Anareta Tawaqa
Training Manager
Bank of South Pacific



Ane Tabuya
Branch Manager
Westpac Banking
Corporation



Benjamin Sikuri
Manager Finance -
Financial
Control
ANZ Pacific Regional
Office



Dharmend Sharma
Head of Corporate Sales
Digicel (Fiji) Limited



Grace Varea
Manager Administration
& Finance
Reproductive & Family
Health



Jacinta Hesaie
Senior Economist -
Domestic
Activity and Forecasting
Reserve Bank of Fiji



Joseph Rao
Guest Experience
Champion
Holiday Inn Suva



Lanieta Dabea
Senior Flight Attendant
Fiji Airways



Litea Lagilagi
Associate Project
Manager
ANZ Pacific Operations
Limited



Michelle Khan
Customer Service
Consultant
Williams & Gosling
Limited



Robert Pene
Tug Master
South Sea Towage
Limited



Semaima Lagilagi
Administrator
FASANOC Women in Sports
Commision



Taina Shankaran
 Manager Shipping
 ANZ Banking Group Limited



Timoci Vula
 Chief of Staff
 Fiji Times Limited



Tomasi Vosanibola
 Prinicpal
 Investigation Officer
 Fiji Prisons and
 Corrections Services



Waisale lowane
 KPMG



2014 COMMUNITY PROJECT

Hilton Special School - monetary contribution covering running costs for the children for 2 weeks.

Serua Island Financial Literacy Awareness - facilitated financial literacy awareness for the people of Serua Island through the promotion of savings, micro finance and planning for retirement. Partners for this event included Westpac Bank, the Fiji National Provident Fund (FNPF), National Centre for Small and Micro Enterprise Development (NCSMED), Elections Office, Fiji Volleyball Federation's Sports Clinic and Reproductive & Family Health Association of Fiji (RFHAF)

Book Donations - distributed over 140 boxes or about 7000 donated library books to Serua Island, Burebasaga District School, Lami Primary School, Lami High School, Sawani Primary School (first books for their new library), Ratu Ravuama Primary School, Namataku District School, Vatumali, Women's Prison - prompted the setup of a small library corner for inmates.

Financial Literacy & Small Business Training - Women's Prison - conducted financial literacy awareness and small business training for ten inmates at the Women's Prison in Suva.

Tamavua Village Hall - repainting of the Tamavua Village Hall in conjunction with the youth of Tamavua Village.

COMMUNITY PROJECTS DELIVERED IN 2015

Nabitu District School In partnership with Rotary Suva - catalogue and handover approx.1,600 books for library and catalogue them for the school.

Women's Prison, Suva - Handover of approx. 200 books to add to the small library started in October 2014 (200 books donated).

Tamavua Village Kindergarten - Supply art & craft supplies and books for kindergarten class, as a follow-up to the painting of the hall done in 2014.

West Based Kindergartens (Vitogo Village Kindergarten & Lovu HART Home) - Supply art & craft supplies and books for kindergarten class.

Nadi Dental Clinic In partnership with Rotaract Nadi - Scrub down clinic, prep for painting, paint, donation of a computer, curtains, cabinets.

Valelevu Health Centre In partnership with Mark One Apparel - Procure & install water tank with pump and piping to connect to the Hospital and also to staff quarters.

St Giles Hospital - Procurement of items listed by the hospital as priority needs.

2013 PARTICIPANTS



Amol Narayan
Assistant Accountant
Motibhai & Company
Limited



Charlie Manuel
Senior Loans Officer
Sugarcane Growers Fund



Chinnamma Reddy
Country Director
Projects Abroad (UK)
Limited



Cilia Pareti - Wilson
Marketing Administration
Assistant
Wyndham Vacation
Resort



Edward Yee
Area Manager Business
Banking Western &
Northern Division
Westpac Banking
Corporation



Elena Rahiman
Finance Officer
Communications Fiji
Limited



Esala Halafi
Head of Operational Risk
Bank of South Pacific



Isoa Wainiqolo
Acting Senior Economist
Reserve Bank of Fiji



Jitendra Prakash
Field Sales Executive
Post Fiji



Julianne Johansen
Business Development
Management Wines
& Spirits
Punjas Wines & Spirits



Kris Prasad
Programme Support
Officer
Fiji Women's Rights
Movement



Kritika Kripal
Brand Activation Manager
Nestle (Fiji) Ltd



Lepani Makabuna
Area Manager Business
Banking - East
Westpac Banking
Corporation



Linesh Kumar
Manager Information
Technology
Pleass Global Limited



Luisa Nakauciri
Customer Services
Manager
BSP Life



Manuelli Daurewa
Senior Engineer
TOTAL (Fiji) Limited



Mareta Fong

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



Milinia Naituyaga

Senior Flight Attendant
Fiji Airways Limited



Nilesh Chand

Finance Manager &
Company Secretary
Pacific Islands
SCA Hygiene Australasia
Limited



Sitiveni Marovia

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



Tamara Smith

Editorial Operations
Manager
Fiji Times Limited



Teuila Lockington

Custom Agent
William & Goslings
Limited



Vijesh Prasad

Head of Customer
Operations & Finance
Digicel Fiji Limited



2013 COMMUNITY PROJECT

Leadership Fiji 2013 participants completed a Clothes & Book Drive for the Nadroga/Navosa Provincial Office (Cyclone Tomas affected areas) and Homes of Hope, Wailoku. As part of a visit to Bau Island, the group also donated supplies to Bau District School and made a monetary contribution to the Bau netball team. In keeping in line with their Vision to protect Fiji's

environment they spent a Saturday planting mangroves in Nasese near the children's park. LF2013 also held a computer drive which enabled them to donate 11 computers to Lautoka Primary School and Shastri Memorial School in rural Ba. Their final group project for the year was a donation of supplies to the Little Ones Mobile Kindergarten at Savutalele Settlement, Tacirua.

2012 PARTICIPANTS



Ajay Kumar
Customs Supervisor
Williams & Gosling Ltd



Alex Elbourne
Legend FM Programs
Director
Communications Fiji
Limited



Anabel Ali
Manager Audit
Aliz pacific



Anjini Buksh
Team Leader Regional
International
Westpac Banking
Corporation



Avaneesh Raman
Fiji Analyst
Fiji Financial Intelligence
Unit (RBF)



**Avinesh Prasad
Sen**
Sales Depot Supervisor
and Exports Coordinator
British American
Tobacco



Disusu Delana
Economist
Reserve Bank of Fiji



Hitesh Chandra
Senior Human Resources
Officer
Vinod Patel & Co Limited



Jason Tutani
Park Manager - Sigatoka
Sand Dunes National Park
National Trust of Fiji



Mavis Yuen
Human Resource
Assistant Projects
Secretariat of the Pacific
Community



Nowen Low
Manager Process
Simplicity and Projects
BSP Life



Palinda Kaitu'u
Relationship Manager
Commercial Banking
ANZ Group Banking
Limited



Rajeshwar Raj
Acting Senior Health
Inspector
Health Department -
Nadi Town Council



**Rajshree
Baleisuva**
General Manager
Fiji Cancer Society



Rakesh Roshan
Loans Ocer
Administration
Sugar Cane Growers
Fund



Ritesh Sharma
Purchasing & Warehouse
Manager
Pleass Global Ltd



Sanjeev Oddyar
Assistant Accountant
Motibhai Group of
Companies



Shamita Prakash
FX Market Advisor
ANZ Banking Group
Limited



Shayne Sorby
Associate
Munro Leys



Shivniel Chand
Supervisor - Suva
Terminals
Total Fiji Limited



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



Vinal Singh
Manager IT
Total Fiji Ltd



Will Osborne
Business Relationship
Manager
Bank of the South Pacific



2012 COMMUNITY PROJECT

Save the Children Fiji

Leadership Fiji 2012 donated \$1000.00 to Save the Children Fiji (SCF) to assist children in the Western Division who were affected by the floods. As part of their community initiative under the leadership program, the group held a work-a-thon at the Nasese foreshore and part of the funds raised were donated to provide assistance towards the free lunch program coordinated by SCF.

Habitat for Humanity

LF2012 partnered with Habitat for Humanity Fiji (HFHF) to build 2 houses for flood victims at Sovi Bay, Vatukarasa, near Sigatoka. The project was in line with the disaster recovery projects carried out by HFHF in areas affected by the flooding in March 2012. LF2012 spent a day at the site helping with painting and general construction work. They also donated helmets, hammers, gloves and other building materials to assist with the project which was donated to HFHF after the completion of the project. This was a great learning experience for emerging leaders and gave the group a better understanding of what it takes to deliver change in people's lives via charity and community work.

Navatu Primary School, Rakiraki

LF2012 provided assistance to the school to access a regular supply of clean water by funding the connection from the borehole to the water tank. Previously the school faced constant water supply problems because of the dry season and shared water supply with the nearby village. LF2012 also donated library books and stationery to the school.

St. John's Association's Training Room

For about a month of ongoing preparation and maintenance, LF2012 successfully completed the renovation needs for the St John's Associations Training room as part of their community work during the year. They revamped the training room by painting, and providing plumbing works, new curtains, book shelves, noticeboards, and whiteboards. This project allowed the revamp of facilities that provides first aid training and services to thousands of citizens from all walks of life since its inception.

2011 PARTICIPANTS



Amitesh Sharma
Optical Dispenser
Eyesite Optometrists



Apenisa Tuicakau
Senior Economist
Reserve Bank of Fiji



Camari Turagarua
Manager
BSP Life



Elenoa Dolodolotawake
Supervisor – Human Resources
Williams & Gosling Limited



Eleanor Tabakaucoro
Acting Operations Manager
Avis Fiji



Fehrial Afzal
Foreign Exchange Dealer & Markets Advisor – Commodity & Sales
ANZ Banking Group



Jeetesh Kumar
Marketing Manager
SCA Hygiene Australasia Limited



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**
Properties Manager
Bank South Pacific



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 PROJECT

Leadership Fiji 2011 participants assisted the Nadi Hospital by providing the maternity ward with linen as well as toiletries for new mothers. Additionally, the group assisted Treasure Home (Nadi) by providing food hampers. The group also refurbished the kitchen at St. Christopher's Home as well as painted part of Homes of Hope.

To assist needy children, LF2011 sponsored two children under the Foundation for the Education of Needy Children (FENC) program and completed a shoe drive for Nokonoko Primary School in Sigatoka. In December 2011, the group organised a very successful Teen Leadership Camp for 60 teenagers.

2010 Participants



Apenisa Seniloli
Head of Electronic
Banking Services
ANZ Bank



**Andrew Van
Willies**
Manager Balance Sheet
& FX trading
ANZ Bank



Sanjay Kumar
Team Leader Insurances/
Claims
Motibhai & Company
Limited



Mele Marafono
Head of Banking
Operation
Bank South Pacific



**Priyanka
Damodran**
Operations Admin
Officer
TOTAL (Fiji) Limited



**Nirenjeev 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
Limited



**Ropate
Daucakacaka
Pareti**
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
Senior Safety / Risk
Coordinator
Fiji Electricity Authority



Amit Kumar
Credit Officer
Williams & Gosling Ltd,
Nadi Airport



Satish Narayan
Project Manager
Saraswati Development
Unit



2010 COMMUNITY PROJECT

As part of their vision to Ensure Prosperity and Equality for all People, LF2010 have faithfully continued with their 5 year commitment to Hilton Special School where they will 'Sponsor a Child' to ensure one child at the school gets the education they need and deserve. In March, 2011 they group donated \$800.00 to the school.

In July they completed a Clothes and Craft Drive for St. Giles Hospital consisting of eight bags of clothes and art supplies. Later in the year, the group also donated potting soil and seeds.

To contribute to a Sustainable Economy through Care for the Environment, LF2010 embarked on their project to plant 50,000 new mangroves by 2020. This is an on-going yearly project directly benefitting villages that

use the sea as their source of livelihood. In 2011, they planted 5,000 new seedlings at Muaivuso Village with volunteers from BSP and youth groups as well as friends of LF2010. LF2010 would like to acknowledge the contribution of BSP who donated \$1,000.00 worth of planting equipment.

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

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

2009 PARTICIPANTS



Aisake Mario Mausio

Manager Process Efficiency & Dev. Westpac Suva



Amanda Smith

Credit Controller Williams and Gosling Ltd,



Bill Lockwood



Laisiasa Dave

Creative Director Communications Fiji Ltd



Deepika Devi

British American Tobacco



Elizabeth Maki

Sales & Marketing Manager Willams & Gosling Limited



Faiyum Ali

Manager & Compliance LTA - North



Gokul Naidu

Operations Manager Datec Fiji Ltd



Ilaitia Tuinamoala

Head of Internal Audit Colonial Fiji Group Limited



Jason Li



Jese Tikomailepanoni

DY Manager Customer Services TOTAL (Fiji) Limited



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 Naivanawalu

ANZ Bank



Mohammed Alfaaz Latif

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



**Verenaisi Tuvuki
Raicola**

The Fiji Times Ltd



**Viliame
Tuinamoala**

System Officer
Reserve Bank of Fiji



2009 COMMUNITY PROJECT

LF2009 along with some key contacts in the US (Dr. Hendricks of the Loloma Foundation) managed to secure 10 Wheel-Chairs and books for donations around the country. The books were delivered to several schools on Viti Levu (Tailevu, Nadroga and Suva) and an island primary school in Lomaiviti. The wheelchairs were donated to various organizations and individuals including CWMH, Lautoka Old Peoples Home (LOPH), Samabula Old Peoples Home (SOPH). The delivery of these 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 Ltd



Cathy Wong
Director
Suva Physio Centre



Elvin Lal
Management
Accountant
Solander Pacific Limited



Epeli Racule
Operational Risk Officer
Westpac



Gitesh Nair
Compliance and AML
Officer
ANZ



Ida Buksh
Rooms Division Manager
Holiday Inn



Isireli Dausiga
Chief Prison Officer
Fiji Prison



Jainine Penjueli
Marketing Manager
Westpac



Jignesh Pala
Associate Director
Kontiki Capital Limited



Kavekini Digitaki
Staff Officer Operations
Fiji Prisons



Lisa Pene
Assistant Manager
Business Financial
Services
ANZ



**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 Ltd



Roneel Lal
News Reporter
Communications Fiji
Limited



**Rupeni
Silimaibau**
Head, Strategic Business
Development
The Digital Group



Seci Taleniwase
Manager - Exports
Proceeds Monitoring
Reserve Bank of Fiji



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 Limited



Veniana Tukana



2008 Community Project

Baby Joshua gets Another Chance at Life

Baby Joshua (who lives with his mum- Laisa, at Homes of Hope-centre for single mums to help them get back on their feet), was born with talipes equino varus, or club feet. This is a severe physical deformity of both feet and will require series of extensive operations and physiotherapy. These operations were not possible in Fiji and Baby Joshua needed to have to go to Hawaii for the beginning of his many operations. The group managed to raise \$3,000.00 which went towards his second and subsequent operations.

Early Childhood Centres

LF 2008 teamed up with Save the Children Fund Fiji (SCF) and the communities in establishing kindergarten centres around Fiji. The Early Childhood Education program was developed in 2002. It has progressed from humble beginnings of having a mobile play group which travelled around to various communities offering education/

play to the children of the communities; to now establishing permanent kindergarten/play centres in various communities around Fiji.

Seven (7) centres were identified by SCF. The communities had to be part of these projects as they owned the project and they were responsible for the long term viability of the project.

The team was able to establish all 7 kindergartens in Wainadoi Settlement; Lokia Community (Nausori); Kalokolevu Village; Natua Settlement (Labasa); Saivou Settlement (Labasa); Yaudiga Settlement (Labasa) and Matawalu Village (Lautoka). Each kindergarten was supplied with learning and educational toys, teaching aids/equipment like easels, chalk, plasticine, books, blackboards, storage equipment.

2007 Participants



Amelia Sawau
Manager Consumer
Credit Control
Westpac Banking
Corporation



Anish Lal
Food and Beverage
Manager
JJ's on the Park



**Ateca Ledua
Toganivalu**
Team Leader
Administration
Communications Fiji
Limited



Darlene Viliame
Money Market Dealer
ANZ Bank



Henry Kan
Balance Sheet Manager
Westpac Banking
Corporation



Joeli Naivolasisiga
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



Petaita Tuimanu



Racule Keteca
Relationship Manager
Commercial
ANZ



Radhika Murti



Rakesh Khanna



**Rajendra
Sheromani**
Acting Laboratory
Superintendent, Labasa
Ministry of Health



Ravinesh Deo
Business Analyst
ANZ Pacific Operations



Rick Eyre
Commercial Manager
West
Williams & Gosling Ltd



Rowena Erasito
Senior Manager Human
Resources
Reserve Bank Fiji



Shiروف Khan



Tevita Yasawa
Head of Project Office
BSP



Tinai Colawai
People Capital
ANZ, PNG



Tini Finiasi
Team Leader Settlement
& Reconciliation
ANZ Pacific Operations



Vanessa Kilner
Group Manager
Marketing & Public
Relations
Telecom Fiji Limited



Vijay Narayan
Assistant Project
Analyst
Asian Development Bank



Winston Penjueli
Vodafone Fiji



2007 COMMUNITY PROJECT

Vision Fiji

President Ratu Epeli Nailatikau presented 10 awards to young people at the inaugural Fiji Children's Award on Saturday Nov 20th, 2010. These 10 young people had shown exemplary achievements in various areas of their lives despite their personal circumstances. Recipients are between the ages of 6 and 17 years and received \$500 to assist in their school expenses

Book Donation to Naboro Maximum Prison

In an effort to assist prisoners the group donated 13 cartons of reading books and magazines for the prisons library.

Smoke House for National Fire Authority of Fiji Northern Division

After seeing the great need for fire safety in our communities after the loss of lives in fires in 2007, the group decided to assist the NFA in fundraising for a smoke house which assisted the NFA in their awareness campaigns. The smoke house 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
West



Liliana Pareti
Project Manager
Reengineering
ANZ Pacific Operations



Ronald Rama
IT Manager
British American
Tobacco



Nanise Rokobiri Tabua
Assistant Denerau
Corporation



Nitendra Kumar
Manager Property
Development &
Management
Carpenters Properties
Limited



Saranjit Singh
Manager Finance
ANZ Pacific Operations



The Late Dr Siddarth Naidu
General Practitioner



The Late Wilisoni Kurusiqila
Director Public
Prosecution's Office



Timoci Nakaruru
National Fire Authority



Margaret Logavatu
Programme Manager
AusAid



Peter Paul Fatiaki
Head of Life Operation
BSP Life



Paula Lesubula Taufa



Glenis Yee
Munro Leys



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



Duri Buadromo
Assistant Manager
Financial Systems
Development
Reserve Bank Fiji



**Alanieta
Vakatale**



Shaheen Asgar
Eyesight Optometrist



2006 COMMUNITY PROJECT

Mental Health St Giles Awareness & AusAid Funding for a Vehicle

On 28 January 2010, AusAID presented a new vehicle to the Ministry of Health's Community Mental Health Outreach Program for use in the Community Mental Health Outreach program at St. Giles Hospital. The vehicle helped the outreach program in its efforts to assist people living with mental health issues and to increase greater community understanding and acceptance of people living with mental illness.

LF 2006 in close partnership with the Psychiatric Survivors Association (PSA) published a collection of poems and stories of survivors of mental illness. This book, titled "Fright or Light" was launched in 2008 as part of a public awareness campaign on World Mental Health Day to assist in breaking down the stigma associated with mental illness. Feedback received from members of the public, health workers and the PSA has been overwhelming positive.

2005 PARTICIPANTS



Aliti Kiji Bavou



David Toganivalu
Solicitor
BSP Life



Anand Kumar



Deepika Lodhia



Anare Manulevu
Senior Manager, Audit
KPMG



Dinesh Chand
Systems Engineer
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 Stuff and
Dive Resort Fiji



Henry Brown
Assistant Police
Commissioner
Fiji Police



Ishwari Shankar



Randhir Singh
Inspector
Fiji Police Force



Jodiann Smith Ali
Manager Human
Resources
Westpac



Sarita Harish
Lecturer in Education
University of Fiji



Merelita Isimeli
Manager PR and
Customer Service
Post Fiji Limited



**Salome
Buadromo**
Manager Human
Resources
ANZ, Samoa



Mildred Wade
Sales Executive
Yellow Pages



Savenaca Ralagi
Manager PR and
Customer Service
Post Fiji Limited



**Rameshwaran
Nair**



Semi Leweniqila
Principal
Leweniqila Baristers
and Solicitors



Sharvind Kumar
Manager Imports / IT
Support (West)
Williams and Gosling Ltd



Tevita Mau
Manager
Post Fiji Limited



Sharyne Fong
Executive Manager
BSP



Umesh Prasad
Manager Finance &
Planning
Fiji Rugby Union



Timoci Motokula



**Yengteshwar
Naidu**



2005 COMMUNITY PROJECT

Friends of Hilton

Frank Hilton inspired the group when he spoke to them at a Poverty Session in 2005 and when asked the question "if there was one thing you would want to do, what would it be?" His response was "there was an urgent need to implement an early intervention training program of families and caregivers of children with disabilities."

The LF 2005 group hosted the Red October Charity Dinner in 2005 as its community project and from the little \$26,000 initially raised the CAL training program commenced in May 2006.

Friends of Hilton was founded to support the CAL training program and in July 2006 introduced Fiji's Greatest Charity Golf Challenge together with the Spastic Centre of Australia and the National Golf Association of Fiji... an event which continues to this day.

Friends of Hilton, whilst founded by the LF 2005 year group, now includes other like minded individuals who have the same passion and interest to create awareness on special abilities and help raise funds through this worthy cause. Since its inception Friends of Hilton has raised nearly \$200,000.00.

Since May 2006, the CAL Program has changed many lives and created a platform for the future development of disability services in the Fiji Islands. To date:

- 38 people have been trained as community disability workers
- 15 have completed the 'Train the Trainer' module
- 9 addition trainees participated in modules 1–5
- Over 520 children and adults have received an individual appointment and referrals made to either physiotherapists, Health Sister and Medical Doctor, Project Heaven and Eye Department and Social Welfare departments
- 29 children and adults have received specially fitted wheelchairs and other equipment
- In October 2010 Friends of Hilton funded the installation of internet connection for the Suva based. Fiji Crippled Children Society institutions, Hilton Special School, Hilton Hostel and the Society Office.

Friends of Hilton was a nominee for the 2009 Fiji Times Pride of Fiji Awards and also won the Inaugural Leadership Fiji Most Outstanding Community Project in 2010.

2004 PARTICIPANTS



Atunaisa Siwatibau

Partner
Siwatibau and Sloan



Fereti Atalifo

USP



Joseph Kumar

Business Banking
Manager
Westpac



Ravendra Achari

Finance Manager
Williams and Gosling Ltd



Dr Salanieta Saketa

Permanent Secretary for
Health



Ashwin Lal

Quality Assurance and
Process Improvement
Manager
British American
Tobacco, Samoa



Melaniani Gavidi

Senior Education Officer
Ministry of Education



Asishna Prasad



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
Assiatant
Superintendent



Satya Nand
Programmes Director



Shamim Khan
Manager International
Help Services
ANZ Pacific Operations
PNG



Unise Cawaru
Management
Accountant
SPC



**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 Ltd



Jone Vuli
Manager Credit
Westpac Tonga



**The Late Ratu
Epele Vuetibau**



Kiran Singh



Frances Loga
Manager Human
Resources
Telecom Fiji



Laisa Bale



**Isiromi
Bayameyame**
Chief Executive Officer
Yasana Holdings



Marcus Hill
Photographer
Islands Development



**Pita
Bulamainavula**



Thelma Savua
Corporate & Regulatory
Affairs - Projects
Manager
BAT NZ



Ritesh Patel
Chief Information
Officer
Office Brands



Vijay Narayan
News Director
Communications Fiji
Limited



Seremaia Turoga
Principal Valuer
Agriculture Land
Tribunal Department



Vikash Singh
Area Regulatory Affairs
Manager
Australasia



Shalini Singh

General Manager/sDirector
Opporto Sylvia Park
Restaurant



Willie Kwong

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



Tarai Kamikamica

Corporate Services
Manager



Terence Low

Chief Executive Officer
ANZ, Kiribati

2002 PARTICIPANTS



Arshad Daud
Manager Director
Midlink Marketing



Jiuta Wakolo



Autiko Loulou
Manager Planning
Telecom Fiji



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



**Eseta
Nadakuitavuki**
Retail Area Manager
East
Westpac



Marica Hallacy



Filimoni Vosarogo
Senior Associate
Vakaloloma & Associate



**Mohammed
Maqbool**
Sales Representative
BSP



Ivan Fong
Manager - Interconnect
& Regulatory
Telecom Fiji



Meli Nacuva



Rajesh Patel
Operations Manager
Motibhai Group



**Timoci
Tavanavanua**
MBA Student



Ritesh Singh
Head of Operations
Pacific & Business
Manager
ANZ Pacific Operations



Virisila Buadromo
Fiji Women's Rights
Movement
Executive Director



**Salote
Uluinaceva**
General Manager
Business Sales



Vineeta Nand
Political & Communication
Advisor British High
Commission



Sanjay Maharaj



Waisea Tuidraki
Administrator
Sigatoka
Lautoka Town Council



Satendra Kumar



Sophie Foster
Operations Manager
Motibhai Group



Navi Sovalawa
Senior Properties Officer
Westpac

ACKNOWLEDGEMENT

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

During the year, a number of 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	Holiday Inn Suva
Bank South Pacific	Port Denarau Marina
BSP Life	Wyndham Resort, Denarau
Westpac Banking Corporation	FSC Lautoka Sugar Mill
Reserve Bank of Fiji	Yatule Resort
Communications Fiji Limited	Plantation island resort
Fiji TV	Daku Resort
The Fiji Times	Fiji Museum
Fiji Broadcasting Corporation	Commercial Honey Supplies
Williams & Goslings Limited	Southern Solutions
British American Tobacco	Devesh and Bharos Farm
Fiji Corrections Service	Vuda Piggery
Mark One Apparel	Korova Village
Government Agricultural Research Station	Patterson Shipping
People's Community Network	Cacao Fiji Farm
Hilton Special School	J Hunter Pearls
Koroipita Community, Lautoka	Kula Palms Fiji
Tavua Town Council	Vunidogoloa Settlement
FRIEND Fiji	Shane Bower
Vatukoula Gold Mines Limited	Office of the Commissioner Northern
National Fire Authority	Parliament of Fiji
Labasa Farm Fresh	Nawi Island
	Grand Eastern Hotel

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.

FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

COMPANY DIRECTORY FOR THE YEAR ENDED 31 DECEMBER 2018

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	2 & 3	Directors' Report
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	5 & 6	Auditor's Report
	7	Statement of Comprehensive Income
	8	Statement of Changes in Accumulated Fund
	9	Statement of Financial Position
	10	Statement of Cash Flows
	11 & 14	Notes to Financial Statements

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

COMPANY DIRECTORY FOR THE YEAR ENDED 31 DECEMBER 2018

NATURE OF BUSINESS

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

REGISTERED OFFICE

231 Waimanu Rd Suva

BOARD OF DIRECTORS

William Holmes Parkinson
Sharyne Fong
Fatima Sufi Dean
Nancy Tikoisuva Loaloa
Ilaitia Moliciri Tuinamoala
Avaneesh Anand Raman

BOARD OF MEMBERS

Tupou Halofaki
Viliame Waqalaivi

SECRETARY TO THE BOARD

Gabriella Wong

HONORARY AUDITORS

PFK aliz pacific
Chartered Accountants & Business Advisors
Suva

BANKERS

Bank of South Pacific
BSP Life Centre
Suva

HEAD OFFICE

231 Waimanu Road
Suva

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

DIRECTOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2018

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.

RESULTS	31 December 2018 \$FJ	31 December 2017 \$FJ
Total Income	229,953	187,666
Total Expenses	217,777	177,623
Net Surplus for the year	<u>12,176</u>	<u>10,043</u>

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.

CURRENT ASSETS

Prior to the completion of the financial statements of the Company the Directors took reasonable steps to ascertain whether any current assets were likely to realise in the ordinary course of the business their values as shown in the accounting records of the Company. Where necessary, these assets have been written down or adequate provision has been made to bring the values of such assets to an amount they are expected to realise.

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

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 PARTY TRANSACTION

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

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

DIRECTOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2018

OTHER CIRCUMSTANCES

At the date of this report, the Director is not aware of any circumstances not otherwise dealt within this report or accounts which would render any amounts stated in the accounts misleading.

UNUSUAL TRANSACTION

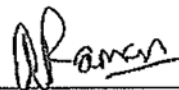
The results of the Company's operations during the financial year have not in the opinion of the Directors been substantially affected by any item, transaction or event of a material and unusual nature other than those disclosed in the financial statements.

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

Dated at Suva this 13th day of June 2019.



Director



Director

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

STATEMENT BY DIRECTORS FOR THE YEAR ENDED 31 DECEMBER 2018

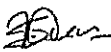
In accordance with a resolution and in the opinion of the Directors of LEADERSHIP FIJI LIMITED, we state that :-

- (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 2018;
- (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 2018;
- (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 2018;
- (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.

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

Dated at Suva, this _____ day of _____ 2019.

Dated at Suva, this 13th day of June 2019.



Director



Director

INDEPENDENT AUDITOR'S REPORT

To the Management of Leadership Fiji Limited

Report on the Audit of the Financial Statements

Qualified Opinion

We have audited the financial statements of Leadership Fiji Limited, which comprise the statement of financial position as at 31 December 2018, and the statement of income and expenditure, statement of changes in accumulated funds, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects on the financial statements of such adjustments, if any, as might have been required in relation to the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements give a true and fair view of the financial position of Leadership Fiji Limited as at 31 December 2018, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis for Qualified Opinion

1. In common with entities of a similar nature, control over income from certain sources prior to it being recorded in the books of account is limited, and there are no practical audit procedures to determine the effect of this limited control. As an audit procedure, it is not practicable to extend our examination of the receipts beyond the accounting for amounts received as shown by the books and records of Leadership Fiji Limited.

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of the Management for the Financial Statements

The Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and for such internal control as the Management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Management are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Management either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so the Management are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud and error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Suva Office

Partners : Dr Nur B Ali PhD CA | Sunil Sharma BA PGCM CA ASA
Level 8, BSP Life Centre, 3 Scott St, Suva
PO Box 2475, Government Buildings, Suva, Fiji
T: +679 3314044 F: +679 3302188
Email: pkf@pkf.com.fj | Website: www.pkf.com

Nadi Office

Partner:Zarin Khan BA CA AFBA
Level 3, Aliz Centre, 231 Martintar, Nadi
PO Box 11064, Nadi Airport, Fiji
T: +679 6728308 F: +679 672 8443

As part of an audit in accordance with ISA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of the Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


 alizpacific
 CHARTERED ACCOUNTANTS

Date: 13 June 2019

Suva, Fiji.


 Sunil Sharma
 Registered Auditor
 (Under the Companies Act, 2015)

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	31 December 2018 \$FJ	31 December 2017 \$FJ
Revenue			
Sponsorship - Cash	11	130,000	83,000
Sponsorship - In Kind	12	44,600	46,600
Event Sales		800	455
Participants Fees & Graduation Dinner		53,890	52,775
Proceeds - Leadership Fiji Annual Signature Event		100	4,723
Other Income	14	563	113
Total Income		229,953	187,666
Expenses			
Accommodation		40,977	27,345
Advertisement		15,000	15,000
Bad Debts		25	-
Bank Fee		163	207
Catering		37,038	39,935
Communication & Internet		13,100	13,100
Depreciation	13	-	(4)
Donations		4,823	-
Doubtful Debts		-	1,275
Event Costs		2,030	4,072
Leadership Training Cost - Direct		3,864	3,686
Office Cost		898	822
Printing & Graphic Design		10,110	7,300
Professional Fees - Audit & Accounting Fees		9,730	5,000
Professional Fees - Consultant Costs		29,715	37,926
Rent		2,000	-
Superannuation		2,033	-
Telephone		50	25
Transport Hire		19,272	19,934
Venue Hire		7,423	2,000
Wages and Salaries		19,526	-
Total Expenses		217,777	177,623
Net Surplus of Income over Expenditure		12,176	10,043
Other Comprehensive Income		-	-
Total Comprehensive Income for the Year		12,176	10,043

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

STATEMENT OF CHANGES IN ACCUMULATED FUNDS FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Accumulated Funds \$FJ	Total \$FJ
Balance at 31 December 2016		14,481	14,481
Net Surplus for the year		10,043	10,043
Balance at 31 December 2017		<u>24,524</u>	<u>24,524</u>
Net Surplus for the year		12,176	12,176
Balance at 31 December 2018		<u>36,700</u>	<u>36,700</u>

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

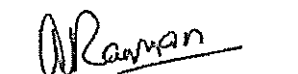
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

	Notes	31 December 2018 \$FJ	31 December 2017 \$FJ
CURRENT ASSETS			
Cash and Cash Equivalent	5	61,196	14,669
Trade & Other Receivables	6 & 7	1,826	2,255
Total Current Assets		63,022	16,924
NON CURRENT ASSETS			
Fixed Assets - Office Equipment	13	4	4
Investments	8	9,000	9,000
Total Non Current Assets		9,004	9,004
TOTAL ASSETS		72,027	25,928
CURRENT LIABILITIES			
Other Payables	9	35,326	1,404
Total Current Liabilities		35,326	1,404
TOTAL LIABILITIES		35,326	1,404
NET ASSETS		36,700	24,524
ACCUMULATED FUND			
Retained Earnings		36,700	24,524
TOTAL FUNDS EMPLOYED		36,700	24,524

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



Director



Director

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	31 December 2018 \$FJ	31 December 2017 \$FJ
Cash Flow from Operating Activities			
Cash Receipts from Corporate Sponsors		130,000	83,000
Participants Fees and Dinner		53,890	52,775
Payments to Suppliers & Employees		(137,363)	(136,587)
Net Cash Provided by/ (Used in) Operating Activities	10 (ii)	46,527	(812)
Cash Flow from Investing Activities			
Investment in Viti Bond		-	(9,000)
Net Cash (Used in) Investing Activities		-	(9,000)
Net Increase/(Decrease) in Cash		46,527	(9,812)
Cash Balance at Beginning of Year		14,669	24,481
Cash and Cash Equivalents at the end of the year	10 (i)	61,196	14,669

The Statement of Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 14.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

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.

2. (a) Basis of Preparation

The financial statements of the company have been drawn up in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) and the requirements of the laws of Fiji.

In the application of International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs), executive members to make judgments, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgments. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Judgments made by management in the application of IFRS for SMEs that have significant effects on the financial statements and estimates with a significant risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statements.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

b) Statement of Compliance

The financial statements have been prepared in accordance with IFRS for SMEs.

c) Comparative figures

Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current year.

3. SUMMARY OF ACCOUNTING POLICIES

a) Cash and Cash Equivalents

Cash and cash equivalents are carried in the balance sheet at cost. For the purposes of the cash flow statement, cash and cash equivalents comprise and cash at bank.

b) Receivables

Receivables are carried at anticipated realisable value. An estimate is made for doubtful receivables based on a review of all outstanding amounts at year end.

4. 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.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

5.	CASH AND CASH EQUIVALENTS	31 December 2018 \$FJ	31 December 2017 \$FJ
	Cash at Bank - Bank South Pacific	32,090	14,169
	Cash at Bank - Bank South Pacific	28,661	-
	Cash on Hand	446	500
		<u>61,196</u>	<u>14,669</u>
6.	TRADE RECEIVABLE	31 December 2018 \$FJ	31 December 2017 \$FJ
	Participants Fees	826	2,125
	Less Provision for Doubtful Debts	-	(1,275)
		<u>826</u>	<u>850</u>
7.	OTHER RECEIVABLES	31 December 2018 \$FJ	31 December 2017 \$FJ
	Rental Deposit	1,000	-
	Prepayments	-	1,405
	Included in Current Assets	<u>1,000</u>	<u>1,405</u>
8.	INVESTMENTS	31 December 2018 \$FJ	31 December 2017 \$FJ
	This relates to purchase of Fiji Government Viti Bond issued by Reserve Bank of Fiji on 16th May 2017. The bond will yield interest at a rate of 5% per annum, which will be payable quarterly on 30 June, 30 September, 30 December and 30 March until maturity. The maturity date is 30 June 2026.		
	Included in Non Current Assets	<u>9,000</u>	<u>9,000</u>
9.	OTHER PAYABLES	31 December 2018 \$FJ	31 December 2017 \$FJ
	LF community Funds	28,661	-
	Withholding Tax - Consultancy Fees	-	1,404
	Wages	1,346	-
	FNPF	497	-
	Donations to Home of Hopes	4,823	-
		<u>35,326</u>	<u>1,404</u>
10.	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 2018 \$FJ	31 December 2017 \$FJ
	Cash at Bank - Bank South Pacific 2107022	32,090	14,169
	Cash at Bank - Bank South Pacific 82066238	28,661	-
	Cash on Hand	446	500
		<u>61,196</u>	<u>14,669</u>

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

10. NOTES TO THE STATEMENT OF CASH FLOW

(ii) Reconciliation of surplus for the year to the net cash flows from Operating Income

Net Surplus	12,176	10,043
Depreciation	-	(4)
Increase in Other Payables	33,922	1,404
(Decrease) in Sponsorship in advance	-	(15,000)
Decrease in Other Receivables	429	2,745
Net Cash Provided by/(Used in) Operating Activities	<u>46,527</u>	<u>(812)</u>

11. SPONSORSHIP - IN CASH

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

	31 December 2018 \$FJ	31 December 2017 \$FJ
Australia & New Zealand Banking Group Limited	15,000	15,000
Bank of South Pacific	5,000	5,000
Bluescope Limited	10,000	10,000
BSP Life	5,000	5,000
Central Manufacturing Company Limited	10,000	10,000
Credit Corporation Limited	10,000	10,000
Eco Clean Limited	-	500
Exchange & Finance Fiji Limited	2,500	-
Munro Leys	2,500	-
Natural Waters of Viti Limited	45,000	-
New Zealand High Commission	15,000	15,000
Tradewinds Marine Limited	5,000	5,000
Williams and Gosling Limited	5,000	5,000
Westpac Banking Corporation	-	2,500
	<u>130,000</u>	<u>83,000</u>

12. SPONSORSHIP - IN KIND

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

	31 December 2018 \$FJ	31 December 2017 \$FJ
PKF aliz Pacific	5,000	5,000
Communications Fiji Limited	10,500	10,500
The Fiji Times	5,000	5,000
Quality Prints Limited	6,000	6,000
Unwired Fiji Limited	2,500	2,500
Digicel Fiji Limited	600	600
Motibhai & Company Limited	5,000	5,000
Wyndham Resort	-	2,000
Greenhouse Studio	10,000	10,000
	<u>44,600</u>	<u>46,600</u>

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and Not Having A Share Capital)

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

13. OFFICE EQUIPMENT

	Computer Equipment \$FJ	Other Office Equipment \$FJ	Total \$FJ
Cost			
Balance as at 1 January 2018	9,986	4,709	14,695
Additions/(Deletions)	-	-	-
Balance as at 31 December 2018	<u>9,986</u>	<u>4,709</u>	<u>14,695</u>
Accumulated depreciation			
Balance as at 1 January 2018	9,984	4,707	14,691
Depreciation expense (Deletions)	-	-	-
Balance as at 31 December 2018	<u>9,984</u>	<u>4,707</u>	<u>14,691</u>
Carrying Amount			
As at 31 December 2017	<u>2</u>	<u>2</u>	<u>4</u>
As at 31 December 2018	<u>2</u>	<u>2</u>	<u>4</u>

* Carrying amount for assets that exist have been restated with WDV of \$1.00 for purposes of reporting, against depreciation cost in 2017.

14. OTHER INCOME

	31 December 2018 \$FJ	31 December 2017 \$FJ
Interest- Viti Bond	<u>563</u>	<u>113</u>

15. CONTINGENT LIABILITIES

Contingent Liabilities as at 31 December 2018 amounted to \$Nil (2017: \$Nil).

16. CAPITAL COMMITMENTS

Capital commitments as at 31 December 2018 amounted to \$Nil (2017: \$Nil).

17. COMPANY DETAILS

Incorporation

The company was registered on the 6th day of February 2001 as a company limited by guarantee.

Registered Office

The registered office and principal place of operations of the Leadership Fiji Limited is located at 231 Waimanu Road, Suva.

18. PRINCIPAL ACTIVITY

The principal activity of the company is to educate, provide training, networking and to enhance and promote future leaders in Fiji.

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Executive Committee and authorised for issue on 13 June 2019

THANK YOU 2018 PROGRAM SPONSORS



Platinum

NZ High Commission
ANZ Bank
Fiji Water



Gold

Communications Fiji Ltd
British American Tobacco
Credit Corporation
Bluescope Fiji Ltd
The Greenhouse Studio



Silver

Bank of South Pacific
BSP Life
Williams and Gosling
Tradewinds Marine
Fiji Times Ltd
Quality Print
Motibhai Group
PKF Aliz Pacific
Bondwell
Exchange & Finance



Bronze

Munro Leys
Unwired
Digicel

NOTES





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