



## 2019 Board Election – Candidate Information

Nominations from Triathlon Victoria members for elected Board positions have closed in accordance with the Triathlon Victoria Constitution and I provide clubs with the list of candidates and their responses to the nomination questions. Triathlon Victoria is committed to gender equity as detailed in the constitution and in line with the Victorian Government's Gender Equity Strategy.

Five (5) nominations have been received for the four (4) vacant positions and hence a ballot will be required at the AGM.

[Click here](#) for all the **updated** AGM details and documents

Please ensure that you have returned

- ☐ a Club delegate form if attending in person (or via conference call)
- ☐ a Club proxy form if nominating another member club to represent you

**Note** – Voting is available in person and online. Delegates registering to attend via conference call will be provided a link to attend the AGM and an online facility for the return of their 'voting ballot paper'

Regards

Grant Cosgriff  
Executive Director

### 2019 Board Nominations – General Elected member positions

Position	Nominee
<b>General Elected member (5 nominations)</b>	Mark Warburton
	Paul Stevens
	Peter Guy
<b>FOUR (4) VACANCIES</b>	Amanda Green
	Nigel Fanning

### Current Board skills make-up

In your consideration of the candidates please find below the skill matrix of current board members and 2019 candidates.

Note that there are two appointed director positions which will be filled post the 2019 AGM targeting skills that complement the board's skills bringing the board to a total of nine members. Names in **bold** are continuing board members until the 2020 AGM.

Name	Legal	HR	IT / Data	Finance	Marketing Sponsorship	Leadership	Governance
Davina Calhaem					X		
John Morton			X				
Lawrence West					X		
Nigel Fanning			X	X	X		AICD
Amanda Green		X				X	AICD
Peter Guy		X		X		X	AICD
Paul Stevens (Chair)		X		X		X	AICD
Mark Warburton					X	X	AICD

## TV Board - General 'Elected Member' Candidates (reverse alphabetical order)

### Candidate: Mark Warburton

#### What is your interest in nominating for the Triathlon Victoria Committee?

To contribute to the growth of the sport by educating people to improve their health and fitness. My particular interest is on developing triathlon with school aged children as well as promoting sport for women. By expounding the benefits of cross-training, it enhances a persons' ability to maintain and extend a healthy lifestyle.

Having enjoyed this sport for many years, firstly as an individual, then with my sons and now as part of a club, believe I can contribute from a number of perspectives. I have given back as a technical officer and now wish to contribute my skills as a CEO and experienced Board member.

#### What formal qualifications and relevant experience/expertise do you bring to the Committee?

##### Formal

Fellow of the Australian Institute of Company Directors incl. Company Directors Course

MBA and Bachelor of Applied Science in Medical Technology

##### Experience

Board member in a commercial company

- Sat on the Remuneration and Governance committee including the appointment of a CEO and regular performance and salary review
- CEO of a health technology company — reporting to the board Commercial experience

Commercial experience

- Building a company from the ground up
- Strong strategic planning and implementation
- Involved in mergers and an acquisition

Sales and Marketing experience with significant growth in revenue and profit

##### Not For Profit sector

Current – President, Hawthorn Triathlon Club

Previous – Secretary, Hawthorn Triathlon Club

Secretary – Manningham Junior Soccer Club

President – Committee of Management, Templestowe Pre-School

Mentor - The Smith Family iTrack mentoring program guiding young people in career decisions

##### Triathlon experience

- Raced sprint, Olympic and half ironman distances around Australia
- Represented Australia in ITU races overseas
- Technical Officer
- Involved in school triathlon with my sons

#### What would you hope to achieve if elected to the Committee?

Develop and implement strategies to grow club membership and general participation in Victoria in the medium term. Support and contribute to the triathlon in schools' initiative and increasing the number of women in triathlon as part of this strategy. Work with organisations to increase the number of races in Victoria



## Candidate: Paul Stevens

### What is your interest in nominating for the Triathlon Victoria Committee?

I would like to formally nominate for one of the vacant Board positions with Triathlon Victoria (TV). Having the great honour and privilege of being President (Chair) of the Board for the last two years, I continue to work hard to ensure sport provides a pathway and is accessible to all people and we continue to deliver upon TV's 2018 - 2021 strategic plan. Additionally, my experience and exposure to regulation/ governance in my professional roles provide a unique blend of skills to assist TV achieve optimum outcomes and represent the interests of TV's members during this critical phase, which includes being a strong voice with Triathlon Australia (TA) as our sport works towards a unified structure.

During my time on the TV Board I have made a significant contribution, including: Ensuring TV had in place a strategic plan (2018-2021); Regular liaison and contact with TV members/ clubs to ensure I represent their interests; STTA representative on the TA 2019 Nomination's Committee to elect Interested Directors at the 2019 AGM; Significant focus and improvement around governance and accountability; Attended 21 out of 22 possible board meetings (94.45% attendance rate); Ensured TV fully delivered on the requirements of the Child Safe Standards; as well as providing support to the wonderful and high performing TV staff.



### What formal qualifications and relevant experience/expertise do you bring to the Committee?

I am a highly passionate and dedicated professional with a strong passion for ensuring sport drives social change. My 'day job' is as the Director, Compliance and Intelligence with the Game Management Authority, which is an independent statutory regulator within the Victorian Public Sector. I am also an independent member of North Melbourne Football Club's Integrity Committee and I am a member of TA's Ethics and Integrity Committee. I have held a number of senior positions within both the Australian and Victorian Public Sectors. I am a member of the Australian Institute of Company Directors and the Governance Institute of Australia.

What I bring....

- ☐ Trusted high performing leader.
- ☐ Detailed understanding of the strategies and expectations of government in the not-for-profit sector.
- ☐ Extensive experience within government through the strategic development of systems, processes and people.
- ☐ Financial management within the not-for-profit and government sectors.

### What would you hope to achieve if elected to the Committee?

Since becoming a member of the TV Board, the entire Board has worked hard (with full support of TV staff) to ensure our sport is focused on delivering for all members and to provide an organisation that is truly representative. I am extremely proud of the achievements around child safe standards and our strong promotion of equality and inclusion. I am fully aware, being a TV Board member can be hard work at times, it is also an immensely rewarding experience, providing me with the opportunity to make a real difference and to ensure that triathlon becomes a 'sport of choice' for many years to come. Further, my long-standing involvement with sport – both organised and recreational – means I have a genuine interest in advancing TV's vision of being a leading triathlon nation and growing our sport nationally.

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## Candidate: Peter Guy

### What is your interest in nominating for the Triathlon Victoria Committee?

I have been involved in sport and sport administration for 30+ years, in particular the triathlon space in many capacities; athlete, club administrator, event manager, race director, event timer, volunteer and committee person for a number of small rural clubs. Combining my professional experience as a corporate executive, with strong CFO and governance background, I believe I have the right mix to help Triathlon Victoria achieve its primary objectives to services its clubs and members and align this to Triathlon Australia's Visions and mission.

I believe I have grown significantly on a personal level though the many roles and functions sport has provided, which has complimented a professional career through the many varied similarities, at administration level, along with the significant stakeholders and relationships each role provides.

My interest in re-nominating for Triathlon Victoria allows me to put back into the sport I have a passion for, and hopefully allows me to assist, guide and build on the success of recent years through strategic change processes, vision and good governance models. Equally important, as a past triathlon club President, Secretary and Treasurer, a current Race Director, Event Manager and rural/regional experience, I believe I am in touch with the many challenges clubs face, the issues of participation and growth, and the burden that can be placed on committees. It will also ensure continuity to drive for excellence from the Whole of Sport perspective, ensuring States have consistency and a voice at the National level to ensure our sport is best placed and managed going forward.

### What formal qualifications and relevant experience/expertise do you bring to the Committee?

#### Financial

- Executive level for large organisations over 15yrs+ (\$100m+ turnover) – CFO, Corporate Services, IT, HR, Legal, OHS – (2000 – 2011)
- Treasury and executive portfolios functions for sporting clubs over many years Merrigum FNC, Shepparton Triathlon Club (Life member), Tatura/Tatura Junior FC 1990+
- Event management 10+ years, including Race Director which now includes formal timing services to support regional clubs on an affordability basis rather than a more comprehensive commercial payment required.

#### Board

- Current Board member Triathlon Victoria (2yrs) as executive and Treasurer
- Past Board member of Moyola Gardens – Retirement village requiring establishment. Founding committee and Board.
- Various roles professionally on Board, Finance, Audit, and Risk committees – GV Health, G-M Water, Benalla Health, The Apprenticeship factory (2002-2016)

#### Sporting

- Athlete – many years of triathlon competition at all levels, being sprint through to Ironman (9 times IM finisher).
- Aust Rules Football – Treasurer/Secretary 4 years, Club member 14 yrs, 300+ games, 3 premierships, League medallist – I've been lucky!

#### Qualifications

Financial – Bachelor Business (Accounting) and CPA membership

Graduate - Australian Institute Company Directors and Fairley Leadership Programme

Post Grad – System Audit – WHS

### What would you hope to achieve if elected to the Committee?

- Offer financial oversight, guidance and modelling - ensuring financial viability and advice to the Board on the operational results and against strategic goals, inclusive of key performance indicators.
  - Analysis and review on initiatives and their cost/benefit or provide guidance on the various issues that can have a financial impact.
  - To provide the committee and state with an experienced skill set that can assist to guide and deliver to the strategic direction of the State and Nationally.
  - Represent the smaller rural clubs in a capacity of providing insight and potential solutions to the ever-increasing constant of athlete expectations, rising costs, committee fatigue, succession planning etc.
  - Offer a viewpoint for viable options at state level for the many challenges while increasing participation and affordability.
  - Be a sounding board for ideas and diversity in the sport, whether it be strategic partners, pathways for development not just with juniors but for any entrant level.
  - Offer a broader set of skills and experience in Triathlons and Sports Administration, along with a 'devils advocate' when discussing options from an athlete, administrator and club person perspective.
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## Candidate: Amanda Green

### **What is your interest in nominating for the Triathlon Victoria Committee?**

Having served on the Board since April 2016, firstly in a Board nominated position and most recently in an elected role, I continue to be passionate about the role that sport plays in building healthy and vibrant communities. Over this period, I have seen the Board go from strength to strength and having developed a greater understanding of the specific opportunities and challenges that face Triathlon in our state I hope to capitalise on this for a further term.

### **What formal qualifications and relevant experience/expertise do you bring to the Committee?**

I look to continue to offer my professional experience, technical expertise and passion regarding the platform that sport provides for social change. I am currently the Director of Human Capital for the Consulting business at PwC after four years with the Richmond Football Club as the General Manager - People, Culture & Performance. Prior to my time in the AFL, I held a number of senior positions at leading corporate organisations such as Medibank, Australia Post, National Australia Bank and Telstra. I am a registered organisational psychologist and people development professional with significant experience in employee engagement, organisational culture and transformational change. A member of the Australian Institute of Company Directors and given my passion to influence the inclusion agenda across the sector have also been the Chair of NRL Vic since August 2018. Having remained connected to sport in Victoria keeps me across the various challenges faced by state-based bodies and how they best serve their members' needs.

### **What would you hope to achieve if elected to the Committee?**

Over the past 3 years we have built great momentum for our sport with a focused and aligned strategy and I am particularly proud of the achievements on gender equality and inclusion. Our size and scale has not limited our ability to advocate and influence all stakeholders. As the One Management Model program builds momentum, with TA recognising the strong leadership of our ED, I hope to continue to support the Tri Vic team achieve our strategic priorities, offer my technical expertise as well as support our Chair to continue to practice strong governance of our Sport.

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## Candidate: Nigel Fanning

### **What is your interest in nominating for the Triathlon Victoria Committee?**

I have participated in triathlon and multi-sport for more than 15 years, from local to the world age groups. The sport I love has gifted many highs (and a few lows), achievement of personal goals, formed many friendships and positive health benefits. I feel privileged to be part of the triathlon and multi-sport community. I believe this is an opportunity to use my extensive professional skills and experience to give back to the sport that has given me so much. I believe we are all the custodians of the sport, and it's in our collective interest to make the sport more accessible, increase participation to develop and promote the proud Triathlon culture in Victoria and Australia at all levels. The sport should promote health and wellbeing, both physical and mental fitness, and be inclusive community-based sport for all ages and abilities. Our aspiration should be to contribute and leave a positive legacy.

### **What formal qualifications and relevant experience/expertise do you bring to the Committee?**

With over 20 years commercial and financial management experience in the air transport industry, I have developed skills and experiences across strategy, business development, operations and logistics, safety management, procurement, retail, customer experience and digital e-commerce roles.

Formal qualifications include Masters of Air Transport Management (MSc), Bachelor of Engineering (BEng) and Graduate Company Directors Course, provided by the Australian Institute of Company Directors (AICD). This course considered the benchmark in board governance and director education. These formal qualifications are complemented by previous non-executive board experience and several university industry advisory committees.

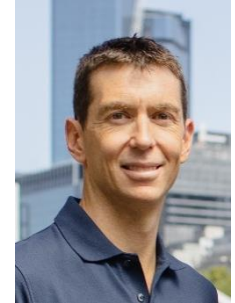
Specific skills and experience that would positively contribute to the Triathlon Victoria committee include contemporary corporate governance and policy development, financial and commercial acumen, business development (procurement, sales and marketing), digital e-commerce and membership engagement.

### **What would you hope to achieve if elected to the Committee?**

My hope would be to work with the committee to deliver the 2018-2021 strategic plan by increasing participation at all levels of the sport. Specifically exploring options to increase participation at entry level, by increasing the number of low-cost community and school event and explore the potential to experiment with different multi-sport formats with the aim of reducing the barriers to try multi-sport events. Secondly, building on the existing 2XU triathlon series, increase the availability of age group and high-performance events. And thirdly learn from other mass participation sporting success and experiment and innovative with different formats, such as mixed team relays and inter-club based competitions.

I would also hope to leverage my skills and experiences to promote a safe, efficient and ethical organisation culture that reflects our community and stakeholder expectations.

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